



NC DSS FAMILY SUPPORT AND CHILD WELFARE SERVICES

STATEWIDE TRAINING PARTNERSHIP

Family Support and Child Welfare Services – Staff Development

2 Winter/
0 Spring
0 Training
6 Schedule

**FAMILY SUPPORT AND CHILD WELFARE/STAFF DEVELOPMENT
2006 WINTER/SPRING TRAINING SCHEDULE**

TABLE OF CONTENTS

I.	Training Guidelines	
1.	Child Welfare Training Laws and Definitions.....	4-6
2.	Required Training	7-12
3.	Curricula Organizational Structure	13-14
4.	Training Record Form.....	15
5.	Pre-Service Training for Social Work Students.....	16-18
II.	Training Centers	
1.	Regional Training Center Information.....	19
2.	Asheville Training Center Information Sheet and Directions.....	20
3.	Charlotte Training Center Information Sheet and Directions	21-22
4.	Fayetteville Training Center Information Sheet and Directions	23
5.	Greensboro Training Center Information Sheet and Directions	24-25
6.	Kinston Training Center Information Sheet and Directions	26
III.	Inclement Weather Policy	27
IV.	Registration	
1.	Guidelines for Registration	28-30
2.	Registration Contacts and Phone Numbers.....	31
3.	Registration Form	32
4.	Application for Admission to MAPP GPS Form.....	33
V.	Training Courses	
	100 Series	
1.	Child Welfare in North Carolina.....	34-37
	200 Series-Tier 1	
2.	Child Development in Families at Risk.....	38-39
3.	Effects of Separation and Loss on Attachment	40
4.	Legal Aspects of Child Welfare in North Carolina.....	41
5.	Medical Aspects of Child Abuse and Neglect for Non-Medical Professionals.	42
	200 Series-Tier 2	
6.	Adoptions in Child Welfare Services.....	43
7.	Case Planning and Management in Child Welfare Services.....	44
8.	Family-Centered Practice in Family Preservation Programs	45
9.	Family Support in Practice: Connecting with Families	46
10.	Foster Family Home Licensing in Child Welfare Services.....	47
11.	Intake in Child Welfare Services	48
12.	Investigative Assessment in Child Welfare Services	49
13.	Placement in Child Welfare Services.....	50
	300 Series	
14.	Adult Mental Health Issues which Impact Families Served by Child Welfare.....	51
15.	Deciding Together: A Program to Prepare Families for Foster Care or Adoption on an Individual Basis	52

TABLE OF CONTENTS

(Continued)

16.	Domestic Violence Policy Training.....	53-54
17.	Emotional Aspects of Termination of Parental Rights	55
17.	Financial and Legal Aspects of Adoption.....	56
18.	Fostering and Adopting the Child Who Has Been Sexually Abused.....	57
	(CSA/MAPP)	
19.	In the Best Interest of the Child: Making the Most of Visitation.....	58
20.	Introduction to Child Sexual Abuse.....	59-60
21.	Introduction to Substance Abuse for Child Welfare Services.....	61
22.	IV-E: An Overview.....	62
23.	Model Approach to Partnerships in Parenting: Group Preparation and Selection.....	63-65
24.	MAPP/GPS UNITE Advanced Seminar.....	66-67
25.	Money Matters: Foster Care Funding Basics.....	68
26.	Responding to Families and Communities Impacted By Methamphetamine.....	69-70
27.	Shared Parenting.....	71-72
28.	Structured Decision Making Assessments In Child Welfare Services.....	73
29.	Understanding Child Mental Health Issues.....	74
30.	Understanding The Interstate Process In Placement of Children.....	75
31.	Understanding and Intervening in Child Neglect.....	76

Supervision Training

31.	Introduction to Supervision for Child Welfare Services.....	77
-----	---	----

MRS Training

32.	MRS Training at a Glance.....	78-79
33.	Cornerstone IIIA: Partners In Change-A New Perspective On Child Protective Services.....	80-82
34.	Cornerstone II: What Is Good For Families Is Good For Workers: A Training For Child Welfare Supervisors.....	83-84
35.	Cornerstone IIIB: Partners In Change-An Introduction To Family	
36.	Centered Practice	85-87
37.	Cornerstone IV Pilot: Supervisors Working With Others, And Working With Outcomes.....	88
38.	Child Forensic Interviewing.....	89-90
39.	Child Forensic Interviewing For Supervisors.....	91
40.	Setting The Stage For Family Centered Meetings: An Agency and Community Orientation.....	92-93
41.	Caution: Family Meeting Ahead! A Guide For Social Workers Attending Family Centered Meetings.....	94-95
42.	Anchors Away! How To Navigate Family Meetings: The Role Of The Facilitator	96-97
43.	The ABC's Of Including Children In Family-Centered Meetings.....	98-99
44.	Widening The Circle: Family-Centered Meetings and Safety Issues	100
45.	Technical Assistance and Learning Support (TALS).....	101

Independent Living Resources

1.	Registration Information for Independent Living Resources	102
2.	Registration Form.....	103
3.	LINKS 101 (formerly Adolescent Independent Living 101).....	104

4.	It's time for SaySo Saturday.....	105
5.	Real World Event Instructional Event.....	106-107
6.	Real World Raleigh-Youth Event.....	108
VI.	Trainers.....	109-111
VII.	NC State Map.....	112

Child Welfare Training

Providing child welfare services in any capacity require certain knowledge, skills, personal qualities, and respect for the values of others. To be recognized as competent, agency administrators, supervisors and social workers must demonstrate professional behaviors that achieve the overall purposes of child welfare. Specific competencies are sets of knowledge and behaviors required of child welfare professionals that enable staff to perform effectively the tasks associated with each stage of the child welfare casework process.

Developing competence in child welfare is an ongoing process. To assist in achieving this competence, supervisors and social workers are expected to meet all training requirements specified in law.

Child welfare training requirements in North Carolina were initially enacted on May 1, 1991, when Governor James G. Martin issued Executive Order 142 requiring training for CPS workers. Since this time, training requirements have evolved to a system requiring pre-service and in-service training, which teaches agency staff to ensure safety and permanence for children. Training requirements are currently in place for all child welfare workers, supervisors and foster parents.

Laws

May 1, 1991: Executive Order 142 Training required for all CPS workers and Supervisors.

July 1, 2003: G.S. 131D-10.6A (b) Training by the Division of Social Services required:

The following General Statute applies to child welfare services staff initially hired on or after January 1, 1998:

“The Division of social services shall establish minimum training requirements for child welfare services staff. The minimum training requirements established by the division are as follows:

- (1) Child welfare services workers shall complete a minimum of 72 hours preservice training before assuming direct client contact responsibilities. In completing this requirement, the Division of social services shall ensure that each child welfare worker receives training on family centered practices and State and federal law regarding the basic rights of individuals relevant to the provision of child welfare services, including the right to privacy, freedom from duress and coercion to induce cooperation, and the right to parent.
- (2) Child protective services workers shall complete a minimum of 18 hours of additional training that the Division of social Services determines is necessary to adequately meet training needs.
- (3) Foster care and adoption workers shall complete a minimum of 39 hours of additional training that the Division of social services determines is necessary to adequately meet training needs.
- (4) Child welfare services supervisors shall complete a minimum of 72 hours of preservice training before assuming supervisory responsibilities and a minimum of 54 hours of additional training that the Division of social Services determines is necessary to adequately meet training needs.
- (5) Child welfare services staff shall complete 24 hours of continuing education annually. In completing this requirement, the Division of social Services shall provide each child welfare services staff member with annual update information on family centered practices and State and federal law regarding the basic rights of individuals relevant to the provision of child welfare services, including the right to privacy, freedom from duress and coercion to induce cooperation, and the right to parent.

The Division of Social services may grant an exception in whole or in part to the requirement under subdivision (1) of this subsection to child welfare workers who satisfactorily complete or are enrolled in a masters or bachelors program after July 1, 1999, from a North Carolina social work program accredited pursuant to the Council on Social Work Education. The program's curricula must cover the specific preservice training requirements as established by the Division of Social Services.

The Division of Social Services shall ensure that training opportunities are available for county departments of social services and consolidated human service agencies to meet the training requirements of this subsection.”

Definitions

Direct Client Contact – A child welfare worker who is newly hired or who has assumed a new child welfare role between January 1, 1998 and June 30, 1999, may not be alone with a client or be assigned primary responsibility for a case (including foster and adoptive parents licensing/assessment) until the 72 hours of pre-service training has been achieved. Effective July 1, 1999, this definition shall apply only to newly hired child welfare staff and interns or those with a two-year gap in child welfare service. Prior to training, a new child welfare worker may **shadow the social worker that has been assigned primary responsibility for the case, but is prohibited from intervening in the case until he/she has completed the pre-service training requirements.**

Child Welfare Worker – Employed staff, contracted staff and student interns who work in a NC County Department of Social Services in the following functional areas: Family Preservation, Family Support, Children's Protective Services (Intake, On-Call, Investigative Assessment and Case Planning and Case Management), and Foster Care and Adoption (Placement of Children, Recruitment of Families, Licensing and Adoption assessment). Staff from a private or public agency who assume a foster care or adoption functional area on behalf of a county DSS, via contract, as outlined in law, NCDSS policy or standard also meets the definition of child welfare worker.

Training – Any formal educational session with predetermined competencies and outcomes. This definition includes conferences, yet excludes staff meetings and consultation sessions.

Continuing Education – Any training or undergraduate/graduate social work courses, that a County DSS can reasonably justify, that will teach child welfare worker and/or supervisor knowledge and skills that will improve their social work practice with children and families.

Primary responsibility for a case – When a child welfare worker is assigned principal case work and decision making responsibilities with a child and/or family (including foster and adoptive families), and provides direct case work services.

Contract Provider- Any individual who through a contractual agreement, provides child welfare responsibilities outlined in law, policy or standard. This would include individuals who contract independently with DSS agencies or temporary agencies who provide workers through a contractual agreement.

Required Training

The following pages describe current minimum requirements for Child Welfare social workers, Occasional On-call social workers, Child Welfare supervisors, Family Preservation/Family Support workers, and Foster Parents as required by law.

If there are any questions about training requirements for those employed or assuming child welfare responsibilities prior to January 1, 1998, please see the Child Welfare Training Guidelines 2003 on the training website at www.dhhs.state.nc.us/dss/training or call the Staff Development Team at 919-733-7672.

All Child Welfare Services

Child welfare services workers and supervisors who are **hired or who assume child welfare services responsibilities** (including staff hired for on-call) must complete a **minimum of 72 hours** of pre-service training titled *Child Welfare in North Carolina* and the designated **Transfer of Learning packet** prior to direct client contact or assuming supervisory responsibilities. In addition, all CPS staff must have an additional minimum of 18 hours of in-service training within the first year; and foster care and adoptions workers must have an additional 39 hours of in-service training within the first year of employment. An additional **24 hours of continuing education** for all workers/supervisors, regardless of employment date, is required every year after the first year of employment. Social work supervisors must also attend an additional **54 hours** of supervisory training within the first year of employment. Child welfare services workers and supervisors who assume a role in a new or different functional area and who met the pre-service training requirements at the time of their employment are not required to attend *Child Welfare in North Carolina*. However, these individuals are required to attend the job specific training (200 series, tier II) within **3 months** of assuming their job assignment/responsibility.

For staff whose primary job function is in an area other than child welfare, yet **serve Occasional On-Call or Occasional On-Call supervisory back-up, pre-service** training (prior to direct client contact) is required. Staff primarily working in non-child welfare areas, yet serving **Occasional On-Call or On-Call supervisory** backup, may attend a choice of training. These staff may choose to attend the **72-hour pre-service** training **OR** they may **attend Intake in Child Welfare Services AND Investigative Assessment in Child Welfare Services** prior to direct client contact.

The following courses apply:

Course	All Child Welfare Services Workers	Supervisor	Time Frame
Child Welfare in North Carolina: Foundations of Child Welfare (Week 1)	X	X	Prior to direct client contact or assuming supervisory responsibilities
Child Welfare in North Carolina: Family Assessment (Week 2)	X	X	Prior to direct client contact or assuming supervisory responsibilities
Child Welfare in North Carolina: Experiential Learning Week (Week 3)	X	X	Prior to direct client contact or assuming supervisory responsibilities
Child Welfare in North Carolina: Family Change Process (Week 4)	X	X	Prior to direct client contact or assuming supervisory responsibilities
Legal Aspects	X	X	Within 1 year of assuming responsibility
Medical Aspects	X	X	Within 1 year of assuming responsibility
Child Development in Families-at-Risk	X	X	Within 1 year of assuming responsibility
The Effects of	X	X	Within 1 year of assuming

Separation and Loss on Attachment			responsibility
200 Series, Tier 2 [those that apply to job role(s)] <i>See Description</i>	X	X	Within 1 year of assuming responsibility for new employees
Supervisory Skills Development		X	Within 1 year of assuming responsibility
24 Hours of Continuing Education	X	X	Every year after the first year of employment

- **Child Welfare in North Carolina: Foundations of Child Welfare, Family Assessment, Experiential Learning Week and Family Change Process:**
Social workers and social work supervisors with Child Welfare Services responsibility must complete *Child Welfare in North Carolina: Foundations of Child Welfare, Family Assessment, Experiential Learning Week* (Transfer of Learning Packet) and Family Change Process prior to having direct client contact and/or assuming supervisory responsibility. This training meets the required 72 hours of pre-service training. This course is also appropriate for Family Preservation and Family Support staff.

Child welfare workers and supervisors who assumed a new job function (between January 1, 1998 and June 30, 1999) and who were either “grand-fathered in” must attend the 72 hours pre-service training prior to direct client contact. After July 1, 1999, child welfare workers and supervisors who change job function in their agency or a new agency are no longer required to attend the 72-hour pre-service training.

Effective July 1, 2001, occasional on-call workers and occasional on-call back-up supervisors may choose to attend *Child Welfare in North Carolina* in lieu of *Intake in Child Welfare* and *Investigative Assessments in Child Welfare*.

Effective September 1, 2002, all child welfare workers and supervisors attending *Child Welfare in North Carolina* are required to complete and submit a Transfer of Learning packet as a component of the training, prior to direct client contact.

- **Legal Aspects:** Social workers and social work supervisors with child welfare services responsibility must complete *Legal Aspects* within the first year of assuming child welfare services responsibility.
- **Medical Aspects:** Social workers and social work supervisors with child welfare services responsibility must complete *Medical Aspects* within the first year of assuming child welfare services responsibility.
- **Child Development in Families-at-Risk:** Social workers and social work supervisors with child welfare services responsibility must complete *Child Development in Families-at-Risk* within one year of assuming child welfare services responsibility (unless they have previously completed *Family Centered Practice* training prior to July 1997 or Core III).
- **The Effects of Separation and Loss on Attachment:** Social workers and social work supervisors with child welfare services responsibility must complete *The Effects of Separation and Loss on Attachment* within one year of assuming child welfare services responsibility (unless they have previously completed *Capturing Best Practice in Foster Care and Adoption* or Core IV).
- **200 Series, Tier 2 Training:** New social workers and social work supervisors must complete the 200 Series, Tier 2 training, as is applicable to their job role(s), within one year of assuming a child welfare services role. Child welfare workers and supervisors who assume a new job function within their agency or a new agency, and have met the pre-service requirements

based upon their date of employment, must attend the 200 series, Tier 2 training within 3 months of assuming the new job function role. The “200 Series, Tier 2”, courses are job role specific as follows: Family Preservation, Family Support, CPS Intake, CPS Investigative Assessment, CPS Case Planning and Case Management, Foster Care Placement, Foster Care Licensing, Adoption and Independent Living. This training meets the required 18/39 hours of additional training within the first year of employment. Occasional on-call workers may take specific 200 series courses in lieu of *Child Welfare in North Carolina*.

- **Introduction to Supervision for Child Welfare Services:** Social work supervisors assuming Child Welfare Services managerial functions must attend *Introduction to Supervision for Child Welfare Services* (54 hours) within one year of job responsibilities.
- **24 Hours of Continuing Education:** All child welfare workers and supervisors, regardless of employment date, are required to have 24 hours of continuing education every year after the first year of employment.

**State and Federally Funded
Intensive Family Preservation and Family Preservation Services**

All Intensive Family Preservation (IFPS) and Family Preservation Services (FPS) workers and supervisors whose programs receive funding through the Division and/or participate in IFPS/FPS data collection are required to complete the six-day *Family-Centered Practice in Family-Preservation Programs* workshop. This mandated training must be completed at the earliest opportunity following the hire date (i.e., at the next scheduled workshop or no later than three months following employment). IFPS/FPS staff will be given priority in the training registration process. (IFPS/FPS staff who are not familiar with family-centered practice are encouraged to attend *Cornerstone IIIB: Partners in Change-An Introduction to Family-Centered Practice* before taking *Family Centered Practice in Family Preservation Programs*.)

Course	Social Worker	Supervisor	Time Frame
Family Centered Practice in Family Preservation Programs	X	X	Within 90 days of responsibility
Supervisory Skills Development Course		X	Within 1 year of responsibility
24 hours of continuing education	X	X	Every year after first year of employment

- **Family Centered Practice in Family Preservation Programs:** Direct service providers and supervisors with IFPS/FPS responsibility who receive funding through the Division or are participating in data collection are required to attend *Family Centered Practice in Family Preservation Programs* at the first available opportunity, yet no later than 90 days following employment or assignment to an IFPS/FPS program.
- **Supervisory Skills Development Course:** Supervisors with IFPS/FPS responsibility are required to attend a supervisory skill development course within one year of assuming supervisory responsibility.

**State and Federally Funded
Family Support and Family Resource Centers**

All Family Support and Family Resource Center workers and supervisors whose programs receive funding through the Division are required to complete the six-day *Family Support in Practice: Connecting With Families* workshop. This mandated training must be completed at the earliest opportunity following the hire date. Family Support and Family Resource Center staff will be given priority in the training registration process.

Course	Social Worker	Supervisor	Time Frame
Family Support in Practice: Connecting With Families	X	X	At the earliest opportunity following hire date

- **Family Support in Practice: Connecting With Families:** Direct service providers and supervisors of Family Support or Family Resource Centers who receive funding through the Division are required to attend *Family Support in Practice: Connecting With Families* at the first available opportunity, yet no later than 90 days following employment or assignment to Family Support or Family Resource Center program.

Foster Parents

The health, safety and well being of children in foster care depend on the ability of their foster families to care for them in a nurturing, supportive way. Most children who enter foster care have had life experiences that have been traumatic and hurtful. As a result, their ability to trust adults is impaired. Foster families need to have a broad range of knowledge, skills, self-awareness and patience to care for the children living in their home. To assist the family in broadening their knowledge and skills, foster parent applicants must receive **30 hours of pre-service training prior to licensure** and **all existing** and **new foster families** must receive **10 hours of in-service training on an annual basis**.

Pre-service training must address the following issues:

- General Orientation to Foster Care
- Communication Skills
- Understanding the Dynamics of the Foster Care and Adoption Process
- Separation and Loss
- Attachment and Trust
- Child Development
- Behavior Management
- Working with Birth Families and Maintaining Connections
- Lifebook Preparation
- Planned Moves and the Impact of Disruptions
- The Impact of Placement on Foster and Adoptive Families
- Teamwork to Achieve Permanence
- Cultural Sensitivity
- Confidentiality
- Health and Safety

County departments of social services are urged to develop their own curricula for **in-service training** so that training may be available throughout the year for foster parents. The following is a list of possible alternatives agencies may choose in meeting the in-service training requirement:

- Relevant video tapes with a questionnaire to document that the family has viewed the videotape.
- The number of hours the foster parent(s) has participated in therapy sessions with foster children. Documentation by the therapist should be obtained for the case record.
- Families may read newsletters, books, manuals, etc. that directly relate to foster parenting and the needs of children in their home.
- Attendance at state, regional and/or national foster parent conferences.
- Attendance at local foster parent association meetings as long as the meetings contain relevant information related to the needs of foster children.

Child Welfare Training System

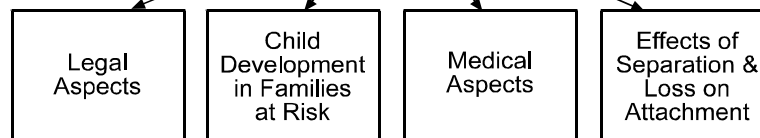
100 Series

Pre-service

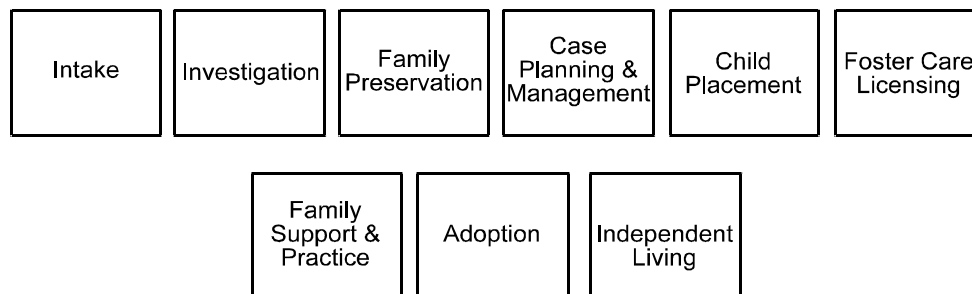
(Effective July 1998)

200 Series

Tier 1



Tier 2



300 Series

All in-service training

CURRICULA ORGANIZATIONAL STRUCTURE

In 1998, the North Carolina Division of Social Services, Children's Services, Statewide Training Partnership made a decision to establish a competency-based training system. By devising such a training system, county child welfare staff is provided training that addresses the knowledge and skills needed to complete their daily job tasks. This type of system provides training at different levels of depth, appealing to the needs of inexperienced and experienced child welfare staff. In North Carolina, training is offered at the 100, 200 (Tier I and Tier II) and 300 series. Each level of training is geared toward a particular target audience, with each level of training serving as a foundation for the next series of training.

Many new child welfare staff enter an agency at the Unconscious Incompetence level of knowledge and skill. Workers in this category often are unaware of what they do not know about the child welfare system. Therefore, the 100 series training events are primarily targeted to the needs of child welfare staff who are beginning their social work practice in a North Carolina Department of Social Service agency. Information provided in the 100 series give staff an overview of the continuum of child welfare services in a North Carolina DSS. Information in the 100 series is intended to provide an awareness of basic social work theories, practice and DSS specific information. The completion of the appropriate 100 series course(s) is a prerequisite for registration in all other training events. * **See registration guidelines for further clarification or Child Welfare Training Guidelines.**

Currently, the Partnership offers one course in the **100 series. Child Welfare in North Carolina** is the foundational course required of all new DSS child welfare social workers and supervisors who will practice in all areas of child welfare except for Family Preservation. (Family Preservation social workers and supervisors are no longer required to take a foundational course as a pre-requisite to Family Centered Practice in Family Preservation Program. They should instead take Family Centered Practice in Family Preservation Program at the first available opportunity but no later than 90 days following employment or job responsibility.) **See Pre-Service Training for Social Work Students on page 16 for information about educational exemptions.**

The 200 series training events are divided into Tier 1 and Tier 2. Courses in this series provide more in-depth knowledge and application of social work theories, procedures, and practice. The target audience for these training events are social workers and supervisors who have no more than one-year experience. * **See registration guidelines or Child Welfare Training Guidelines for further clarification.**

In the **200 series, Tier 1**, courses participants are provided with extensive information regarding job specific issues that are key to the initial and on-going assessment of children and their families. Courses in this series includes **Legal Aspects of Child Welfare in North Carolina, Child Development in Families at Risk, Medical Aspects of Child Abuse and Neglect for Non-Medical Professionals, and Effects of Separation and Loss on Attachment.** The information contained in these training events builds upon the knowledge obtained in the pre-service training.

The **200 series, Tier 2**, courses primarily provide child welfare staff with more in-depth knowledge and skills practice regarding job specific information. Child welfare social workers and supervisors should attend the course(s) that address the job functional area that they practice. For example, a social worker that is employed in Child Protective Services Investigative Assessments should attend this particular training event. If a staff member is employed in a generic child welfare role then they should attend all the 200 series, Tier 2, courses that apply to their job functions. For staff members who are required to attend more than one job specific training event, we strongly encourage that staff members and their supervisor prioritize their attendance at a particular training based upon the most pressing needs of the employee. Training events that are included in the 200 Series, Tier II, include **Intake in Child Welfare Services, Investigative Assessment in Child Welfare Services, Family-Centered Practice in Family Preservation Programs, Case Planning and Case Management in Child Welfare Services, Family Support In Practice: Connecting with Families, Placement in Child Welfare Services, Foster Family Home Licensing in Child Welfare**

Services, Adoptions in Child Welfare Services and the Independent Living courses.

These training events are targeted to child welfare staff who possess less than one year's child welfare experience in a North Carolina Department of Social Service or for staff who change job functions.

***See registration guidelines or Child Welfare Training Guidelines for further clarification.**

Training events provided in the 300 series provide child welfare staff with knowledge and skills practice regarding specialized and related topics that are associated with child maltreatment, achieving permanence for children and supervisory skills development. These courses are designed to refine the knowledge and practice that child welfare staff has previously gained through the 100 series, 200 series and on-the-job training. The 300 series training events are targeted toward child welfare staff who possesses more than one year's child welfare experience. Many of the training events in this series incorporate a high degree of skill development among the participants. Examples of training events in the 300 series are: **Deciding Together, Introduction to Child Sexual Abuse, Introduction to Supervision for Child Welfare Supervisors, Money Matters: Foster Care Funding Basics** and many others. **Please refer to the Training Schedule for additional courses.**

The recommended course sequence for child welfare staff hired or assuming job responsibility on or after January 1, 1998 is as follows: Child Welfare in North Carolina, Medical Aspects, Legal Aspects, Child Development in Families at Risk, Effects of Separation and Loss on Attachment, 200 Series, Tier 2, courses that apply to the worker's job function, topic specific courses in the 300 series. ***Please refer to the registration guidelines or Child Welfare Training Guidelines for further clarification.**

Please feel free to contact the Staff Development Team to discuss specific training issues or to clarify any questions you may have. You may contact Teresa Turner at (919) 733-7672 or by e-mail at Teresa.Turner.ncmail.net

*** Child Welfare Training Guidelines can be accessed on the Division of Social Services website at www.dhhs.state.nc.us (Click on County Staff Info).**

TRAINING RECORD FORM

(optional)

Name of Staff Person: _____

[illegible]



Pre-Service Training for Social Work Students

The North Carolina Child Welfare Education Collaborative

Background

A special provision, passed by the General Assembly in 1999, authorizes the NC Division of Social Services to grant full or partial exemptions to the mandatory Pre-Service Training (“Child Welfare in North Carolina” course) for graduates and students enrolled in accredited MSW or BSW programs in North Carolina.

Participating social work education programs reviewed the correlation between the curriculum of the North Carolina Child Welfare Education Collaborative and the child welfare preservice competencies that inform the Division’s mandatory Pre-Service Training (“Child Welfare in North Carolina” course). Based on the findings of this review process and delineation of an acceptable approach to address missing competencies, the Division granted a waiver of the Pre-Service Training (“Child Welfare in North Carolina” course) requirement for programs successfully completing the review.

MSW students enrolled at the programs that completed the curriculum review can satisfy the Pre-Service Training (“Child Welfare in North Carolina” course) requirement by successfully completing the following: 1) a customized, 5-day version of preservice training, 2) a practicum in a public child welfare setting, and 3) the coursework that the program has identified to address the competencies. BSW students at authorized programs usually complete the Pre-Service Training requirement (“Child Welfare in North Carolina” course) by completing a specific child welfare course and completing a placement in a public child welfare setting. Students are “provisionally” certified until they graduate with an MSW or BSW degree. Full certification requires that the student complete the degree and complete the activities the program designates as those necessary for Pre-Service Training.

Authorized Social Work Programs

The social work programs listed below are authorized by the NC Division of Social Services to offer an alternative form of Pre-Service education. The Division has reviewed the curriculum each school uses to teach core child welfare competencies and issued a Pre-Service training waiver to these schools.

Once students have completed the classroom parts of the waiver program, they receive a **Provisional Preservice Training Certificate**. Students who have this certificate may, under appropriate supervision, be assigned cases and engage in direct practice in their child welfare field placements. All provisional certificates have a termination date and are valid only for purposes of continued education.

Students who successfully complete all requirements for the child welfare Pre-Service Training waiver are issued a certificate of completion and are listed in the statewide training database.

The Collaborative's Central Office can verify a graduate's status (919-962-6450 or nc-cwec@email.unc.edu).

Basic components provided by ALL programs:

- ❑ Social work courses the program has designated as those that address child welfare core competencies
- ❑ Child welfare course or training/workshop
- ❑ Public child welfare field placement in a county DSS
- ❑ Graduation with a degree in social work

Authorized BSW Programs

Appalachian State University

Successfully completes at least one child welfare course: SW 4358, Social Services with Child and Youth or SW 4365, Social Services with Troubled Families and completes SW 3530, Competencies for Child Welfare

North Carolina State University

Successfully complete SW 415, Child Welfare, a class taught by NC State University faculty

University of North Carolina at Wilmington

Successfully completes a 2 semester specialized Child Welfare Course taught by UNC-W faculty, SW 311 Child Abuse and Neglect and SW 495, Seminar on Working in Child, Youth, and Family Services

East Carolina University

Successfully complete 2 courses taught by ECU faculty: SOCW 4520 Child Welfare Studies and SOCW 4505 Communities and Children

North Carolina Central University

Successfully completes SOCW 4000, Child Welfare, a one-semester course taught by NC Central faculty.

University of North Carolina at Charlotte

Successfully completes SW 3090, a one-semester Child Welfare course taught by UNC Charlotte faculty

University of North Carolina at Greensboro

Successfully completes a special Child Welfare Course, SWK 584: Social Services for Children

University of North Carolina at Pembroke

Successfully completes SWK 383 Child Welfare Services Course taught by UNCP faculty, major assignments in SWK 200, SWK 280, SWK 281, SWK 380, SWK 345, SWK 385 and SWK 450 must address a Child Welfare issue.

Western Carolina University

Successfully completes SOCW 326, Child Welfare, a semester long course taught by WCU faculty. Also completes a 2-day workshop addressing on-the-job competencies.

Authorized MSW Programs**East Carolina University**

Successfully completes a special 5-day seminar to address preservice competencies not in the regular curriculum and at least one child welfare course. Students may elect to take the Child Welfare Pre Service class as an elective, SOCW 6806.

Joint MSW Program

Successfully completes SWK 584, Social Services for Children and participates in a special 5 day seminar to address preservice competencies not in the regular curriculum.

University of North Carolina at Charlotte

Successfully completes SW 7090, a one-semester Child Welfare course taught by UNC Charlotte faculty

University of North Carolina at Chapel Hill

Successfully completes SOWO 350, a 2-semester seminar, and participates in a special 5-day seminar to address preservice competencies not in the regular curriculum

REGIONAL TRAINING CENTER INFORMATION

Asheville Regional Training Center

1. **Asheville-Buncombe Technical Community College** Classrooms: 408 and 409
Haynes Building, 4th Floor
NC/DSS #6
1459 Sand Hill Road
Candler, NC 28715
Phone Numbers: 828-670-5050
Fax Number: 828-670-5053 State Courier Number: 12-64-02
Administrative Support Staff: **Lou Decker**

Charlotte Regional Training Center

2. **Central Piedmont Community College** Classrooms: 2105 and 2110
West Campus
3210 CPCC West Campus Drive
Charlotte, NC 28208
Phone Numbers: 704-395-2110, 704-395-2138, 704-395-2160
Fax Number: 704-395-2101 State Courier Number: 05-18-41
Administrative Support Staff: **Bonnie English**

Greensboro Regional Training Center

3. **Guilford Technical Community College** Classrooms: 217 and 218
Send postal mail to: NCDSS – Greensboro Regional Training Center
GTCC –Adult Education Center, Room 213 (Greensboro Campus),
PO Box 309, Jamestown, NC 27282
Physical location: Greensboro Campus-Adult Education Center
3505 East Wendover Avenue, Greensboro, NC 27405
Phone Number: 336-954-1747, 336-954-1748, 336-954-1749
Fax Number: 336-954-1750 State Courier Number: 13-29-04
Administrative Support Staff: **Elaine Highsmith**

Kinston Regional Training Center

4. **Lenoir Community College** Classrooms: 205 and 202
Administration Building, Room 207
Highway 70, Kinston, NC 28502
Phone Number: 252-520-2413, 252-520-2411, 252-520-2412
Fax Number: 252-520-2417 State Courier Number: 01-23-29
Administrative Support Staff: **Betty Williford**

Fayetteville Regional Training Center

5. **Cumberland County DSS** Classrooms: G-05A, G-05-B
1225 Ramsey Street, Room G05 G-05C
Fayetteville, NC 28301
Phone Number: 910-677-0460, 910-677-0466, 910-677-0448
Fax Number: 910-677-0468 State Courier Number: 14-62-43
Administrative Support Staff: **Amy Campbell**

ASHEVILLE REGIONAL TRAINING CENTER

Classrooms 408 and 409

NC/DSS #6

Asheville-Buncombe Technical Community College

Haynes Building, 4th Floor

1459 Sand Hill Road

Candler, NC 28715

For further information on directions to RTC, please call Lou Decker, Asheville RTC support staff, at 828-670-5050 and fax number 828-670-5053

For further information on your registration or to cancel your attendance, please call the registration contact person listed in your confirmation letter.

To confirm that training event will take place in case of inclement weather, please call the Asheville-Buncombe Tech. Community College at 828-254-1921

Directions to the Asheville-Buncombe Technical Community College

From I-40 Eastbound:

Take I-40 West to Exit 44, which is West Asheville/Enka Candler. Turn right on 19/23 (will see McDonald's and Shoney's on right). Drive South toward Candler, NC. Turn Left 4th traffic light (from exit) onto Sand Hill Road. Take 2nd entrance on left into campus (AB Tech sign). Haynes Building is on right with a flagpole in the front. Asheville RTC is located on the 4th floor of the Haynes Building (7 story building).

From I-40 Westbound:

Take I-40 East to Exit 44 to the 1st traffic light, turn right on 19/23 (will see McDonald's and Shoney's on right.) Drive South toward Candler/Canton, NC. Turn left at the 4th traffic light from exit onto Sand Hill Road. Take 2nd entrance on left into campus (AB Tech sign). Haynes Building is on right with a flagpole in the front. Asheville RTC is located on the 4th floor of the Haynes Building (7 story building).

Parking

Parking is free, but is prohibited in areas designated as Fire Lane, Loading Zone. Parking tickets are the responsibility of the participant. Handicapped parking is located adjacent to the Haynes Building.

Asheville Area Motels

Several motels are located in close proximity to A-B Technical Community College. By providing a listing of the area lodging, NCDSS is not recommending the cost, quality, or service of a particular motel. Participants are responsible for arranging their own accommodations.

Ramada Inn
435 Smokey Park Hwy.
Asheville, NC
800-678-2161

Best Western
275 Smokey Park Hwy.
Asheville, NC
800-528-1234

Red Roof Inn
16 Crowell Road
Asheville, NC
828-667-9803

Days Inn West
I-40 & Hwy 19-23
Asheville, NC
828-661-9324

Hampton Inn-Biltmore Square
1 Rocky Ridge
Asheville, NC
828-667-2022

Sleep Inn
1918 Old Haywood Road
Asheville, NC
828-670-7600
828-670-7601

Super 8 Motel
8 Crowell Road
Asheville, NC
828-667-8706

CHARLOTTE REGIONAL TRAINING CENTER
Classrooms 2105 and 2110
Central Piedmont Community College (CPCC)
West Campus
3210 CPCC West Campus Drive, Charlotte, NC 28208

For further information on directions to RTC, please call Bonnie English, Charlotte RTC Support Staff at 704-395-2110.

For further information on your registration or to cancel your attendance, please call the registration contact person listed in your confirmation letter.

To confirm if training event will take place in case of inclement weather, please call Central Piedmont Community College at 704-330-6970.

Directions to Charlotte Regional Training Center

From Hickory:

Highway 16 South. Join I-77 (once you reach I-77 South, continue with directions from the Statesville area).

From Statesville:

I-77 South. Take Exit 6B (Billy Graham Exit) and continue right onto Billy Graham Parkway. Go through three stop lights. At the fourth stop light, make a right onto Morris Field Drive. Make the next right onto CPCC West Campus Drive.

From Gastonia:

I-85 North. Take Exit 33 (Billy Graham Parkway). Make a right turn onto Billy Graham. Go through two stop lights. At the third stop light, make a left onto Morris Field Drive. Make the next right onto CPCC West Campus Drive.

From Concord:

I-85 South. Take Exit 33 (Billy Graham Parkway). Make a left turn onto Billy Graham. Go through three stop lights. At the fourth stop light, make a left onto Morris Field Drive. Make the next right onto CPCC West Campus Drive.

From Monroe:

Highway 74 to I-277 South. Bear towards your left from I-277 South to Wilkinson Boulevard. Go through four stop lights on Wilkinson Boulevard. At the fifth stop light, make a left onto Morris Field Drive. Continue traveling on Morris Field Drive for approximately one mile. Make a left on CPCC West Campus Drive.

Parking

Free parking is available for participants at the training site.

Charlotte Area Motels

Several motels are located in close proximity to Central Piedmont Community College. By providing a list of area lodging, NCDSS is not recommending the cost, service, or quality of any particular motel. Participants are responsible for their own accommodations.

Comfort Suites
I-85 and Billy Graham
3425 Mulberry Church Road
Charlotte, NC 28208
704-971-4400

Microtel Inn – Charlotte Airport
3412 S. I-85 Service Road
Charlotte, NC 28208
704-398-9601

Fairfield Inn – Charlotte Airport
3400 S. I-85 Service Road
Charlotte, NC 28208
704-392-0600

Sleep Inn
701 Yorkmont Road
Charlotte, NC
704-525-5005

Sheraton Charlotte Airport Hotel
3315 I-85 & Billy Graham Parkway
Charlotte NC 28208
704-392-1200

Holiday Inn – Woodlawn
212 Woodlawn Road
Charlotte, NC 28217
704-525-8350

Hampton Inn – I-77 – Tyvola
440 Griffith Road
Charlotte, NC 28217
704-525-0747

FAYETTEVILLE REGIONAL TRAINING CENTER

Classrooms: G-05A, G-05B, G-05C

Cumberland County DSS

P.O. Box 2429

1225 Ramsey Street – Suite G05

Fayetteville, NC 28302

For further information on directions to Cumberland County DSS, please call Amy Campbell, Fayetteville RTC support at 910-677-0460

For further information on your registration or to cancel your attendance, please call the registration contact person listed in your confirmation letter.

To confirm if a training event will take place in case of inclement weather, please call Cumberland County DSS Government Weather Line (910) 678-7701. (If Cumberland Co. public schools are closed, training will be postponed until school reopens.)

Directions to Cumberland County DSS

Coming from the North (traveling South):

I-95 to Exit 56, (Route 301). This is also identified as the Fayetteville/Fort Bragg/Pope Air Force Base exit. Travel approximately 6 miles. Turn right at the Sandpiper Restaurant onto Grove Street. Travel approximately .08 of a mile and turn right onto Ramsey Street. Go 1 mile, crossing over the railroad tracks. Turn left onto Peace Street. Go two blocks, turn left onto Hillsboro Street. Parking lot is on left.

Coming from the South (traveling North):

I-95 to exit 52B. Go straight for approximately 8 miles (this will become Grove Street). Turn right onto Ramsey Street. Go 1 mile, crossing over the railroad tracks. Turn left onto Peace Street. Go two blocks, turn left on Hillsboro Street. DSS parking lot is on the left.

Coming from 87 North (traveling South):

Take 87 South through Spring Lake/Fort Bragg into Fayetteville (this stretch is also called Bragg Blvd). Keep on Bragg Blvd headed towards downtown approximately 8 miles. Make left on Martin Luther King Blvd (401N Business). Go to stop light make left on Ramsey Street. Cross railroad tracks and make left on Peace Street. Go to the stop sign and make left on Hillsboro Street. Make left into DSS parking lot.

Parking

Ample free parking is available at Cumberland County DSS. Participants may park in any area that is not designated as a Fire Lane, No Parking Zones or areas identified as Staff Parking. Handicapped parking is available at the front of the building.

Fayetteville Area Motels

Several motels are located in relative close proximity to the Cumberland County Department of Social Services. Most of the hotels listed are located at Exit 49 of I-95. By providing a listing of the area lodging, NCDSS is not recommending the cost, quality, or service of a particular motel. Participants are responsible for arranging their own accommodations.

Clarion Prince Charles
450 Hay Street
Fayetteville, NC
910-433-4444

Best Western
1902 Cedar Creek Road
Fayetteville, NC
910-438-0748

Comfort Inn
Fayetteville, NC
1922 Skibo Road
910-867-1777

Hampton Inn
1922 Cedar Creek Road
Fayetteville, NC
910-323-0011

Clarion
1965 Cedar Creek Road
Fayetteville, NC
910-323-8282

Holiday Inn
1944 Cedar Creek
Fayetteville, NC
910-323-1600

GREENSBORO REGIONAL TRAINING CENTER
Classrooms 217 and 218

Send all postal mail to: NCDSS – Greensboro Regional Training Ctr.

GTCC Adult Education Center, Rm. 213 (Greensboro Campus)

PO Box 309, Jamestown, NC 27282

Physical Location: Guilford Technical Community College – (Greensboro Campus)
Adult Education Center, 3505 East Wendover Avenue, Greensboro, NC 27405

For further information on directions to RTC, please call Elaine Highsmith, Greensboro RTC support staff, at **336-954-1747**. **For further information on your registration or to cancel your attendance**, please call the registration contact person listed in your confirmation letter.

To confirm if training event will take place in case of inclement weather, please call the Guilford Tech. Community College at 336-454-1126 or 336-334-4822.

Directions to Guilford Technical Community College, Adult Education Center

- **From Charlotte towards Raleigh**

Traveling from the South towards (Business I-85 North/I-40 East) –Highway 70

Take Exit # 44 (old Exit 131) and make an immediate right turn onto Hwy. 70. At the top of the ramp merge into the left lane (onto Future 840) and continue on approximately 2 miles. As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stop light. Make a left turn into the Guilford Technical Community College Parking lot.

- **From Raleigh towards Charlotte**

Traveling from the North towards (Business I-85 South/I-40 West) to Highway 70

Take Exit # 44 (old Exit 131) – Hwy 70 (As a landmark you will see Replacement Ltd on your right) and continue on approximately 2 miles (on Future 840). As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stop light. Make a left turn into the Guilford Technical Community College Parking lot.

- **From Asheville to Greensboro - Traveling From I-40 West to Greensboro –**

Take Exit # 44 (old Exit 131) and make an immediate right turn onto Hwy. 70. At the top of the ramp merge into the left lane (onto Future 840) and continue on approximately 2 miles. As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stop light. Make a left turn into the Guilford Technical Community College Parking lot.

- **Traveling from Highway 421 North towards Greensboro**

Take 421 North to Greensboro. Cross over Alamance Church Road (as a landmark you will see McDonald's on the right and Burger King on the left). At the very next stop light you will make a right turn and take the 85-N Exit (Burlington/Durham). Continue on to **Exit # 44** (old Exit 131) and make an immediate right turn onto Hwy. 70. At the top of the ramp merge into the left lane (onto Future 840) and continue on approximately 2 miles. As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stop light. Make a left turn into the Guilford Technical Community College Parking lot.

- **Traveling from Hwy 29-South to Greensboro**

Traveling Hwy. 29 South to Greensboro take the Wendover Avenue East Exit – This brings you to Arnold Street - make a right turn – go to the end of the street and turn right onto East Wendover Avenue. Continue on until you come to Penry Road. Make a left turn onto Penry Road. Make another left turn into the Guilford Technical Community College parking lot.

Parking

Parking is available free of charge. Parking is prohibited in areas marked Fire Lane, Loading Zone and Staff/Faculty. Handicapped parking is available in the front of the AEC building. Parking tickets are the responsibility of the participants.

Motels

www.visitnc.com

East Greensboro

Hampton Inn
903 Knox Road
I-85/I-40, Exit 132, Mt. Hope Church Road
McLeansville, NC 27301
336- 544-3333

Holiday Inn, Express
3114 Cedar Park Road, I-85/I-40, Exit 128
Greensboro, NC 27405-9657
336-697-4000

West Greensboro

Microtel Inn (off I-40/West Wendover)
4304 Big Tree Way
Greensboro, NC 27409
336-547-7007

La Quinta Inn & Suites (I-40/W. Wendover)
1201 Lanada Road
Greensboro, NC 27407
336-316-0100

Central Greensboro

Drury Inn
3200 High Point Road
Greensboro, NC (336-856-9696)

Best Western Windsor Suites
2006 Veasley St. (off I-40/High Point Rd)
Greensboro, NC (336-294-9100)

Fairfield Inn, Greensboro
2003 Athena Court (off I-40/High Point Rd)
Greensboro, NC (336-294-9922)

Days Inn
3304 Isler Street (off I-40/High Point Rd)
Greensboro, NC (336-297-1996)

Residence Inn by Marriott
2000 Veasley Street (off I-40/High Point Rd)
Greensboro, NC
336-294-8600

Clarion Inn – Greensboro
415 Swing Road
Greensboro, NC
336-299-7650

KINSTON TRAINING CENTER INFORMATION SHEET

Classrooms 202, 205

Lenoir Community College(LCC)
Administration Building
Kinston, NC 28502

For further information on directions to RTC, contact Betty Williford in the Kinston RTC at 252-520-2413.

For further information on your registration or to cancel your attendance, please call the registration contact person listed in your confirmation letter.

To confirm if training event will take place in case of inclement weather, please call Lenoir Community College at 252-527-6223 or 252-522-4141.

Directions to Lenoir Community College

From Raleigh:

I-40 East to Highway 70 (Goldsboro). Stay on Highway 70 until you reach Kinston. Once in Kinston, bear right onto Highway 70 by-pass (sign will state New Bern). Stay straight on Highway 70 by-pass for several miles. Take Highway 58 (Trenton). Lenoir Community College is on the immediate left.

From Jacksonville and Trenton:

Highway 58 into Kinston. Lenoir Community College will be on the right approximately 1 block before the Highway 58/ Highway 70 intersection.

From Greenville:

Take Highway 11 into Kinston. Remain on Highway 11 until Highway 258 intersects. Remain on Highway 258 for several miles (until intersects with Highway 58). Remain on Highway 58 until you reach Lenoir Community College.

*****Several signs with directions to LCC are in Kinston.**

Parking

Participants will no longer need to purchase a parking sticker, but will be given a parking pass to place in your vehicle. Parking is available in any student parking lot. (The spaces in these lots are unnumbered.) Parking may be accessed by Highway 70 or by the main entrance from Highway 58. Parking is available in front of and beside the Bullock Building (facing Highway 70) and also behind the Waller Building (accessible by the main entrance from Highway 58). Handicapped parking is available at the side entrance of the Administration Building (facing) Highway 70. Parking tickets are the responsibility of the participant.

Kinston Area Motels

Several motels are in close proximity to Lenoir Community College. By providing the names of area lodging, NCDSS is not recommending the cost, service, or quality of a particular motel. Participants are responsible for arranging their own accommodations.

Comfort Inn
200 West New Bern Road
Kinston, NC
252-527-3200

Days Inn
410 East New Bern Road
Kinston, NC
252-527-6064 or 800-329-7466

Hampton Inn
1382 Highway 258 South
Kinston, NC
252-523-1400 or 800-250-5370

Holiday Inn Express
1156 Hill Farm Road
Kinston, NC
252-559-8888 or 800-HOLIDAY

West Parke Inn
Highway 70 Kinston, NC 252-527-1500

INCLEMENT WEATHER POLICY

Whenever there is a threat of, or actual, inclement weather, participants can contact the facility where the training is to be held to determine if the facility will be open. The telephone number for each facility is listed below. In addition, each training center has an answering machine that will give instructions for each day of the training threatened by weather. These machines are updated daily during inclement weather, and numbers are also listed below.

Our standard operating procedure is to cancel classes whenever the facility is closed and to resume classes whenever the facility reopens. Thus, for a four-day training, if the community college is closed on Tuesday and Wednesday and reopens on Thursday, our training will begin with Day 1 on Thursday, and the remaining two days will be rescheduled. For those who are traveling the night before the training begins and no closing announcements have been made, you will need to listen to weather reports and use your best judgment about driving conditions and whether or not you need to make the trip. If we know early enough before the first day of training that the center is closing, we will make every effort to call participants ahead of time.

Asheville-Buncombe Tech. Comm. College	(828) 254-1921
Asheville Regional Training Center	(828) 670-5050
Central Piedmont Community College	(704) 330-6970
Charlotte Regional Training Center	(704) 395-2110
*Cumberland Co. DSS (Govt. weather line)	(910) 678-7701
Fayetteville Regional Training Center	(910) 677-0460
Guilford Tech. Comm. College	(336) 454-1126 or (336) 334-4822
Greensboro Regional Training Center	(336) 954-1747
Lenoir Community College	(252) 527-6223 or (252) 522-4141
Kinston Regional Training Center	(252) 520-2413

*** Please note that if Cumberland County Public Schools are closed, classes will not be held at the Fayetteville Regional Training Center.**

***For classes held at sites other than the training centers, classes will be cancelled if the public schools in that area are closed.**

GUIDELINES FOR REGISTRATION

1. To fax a registration form please refer to the NC DSS Training Calendar for the appropriate contact person. On-line registration at url: <http://www.ncswtrain.org>
2. When registering for training please **ONLY** use the registration form enclosed in the NC DSS Training Calendar (Revised April, 2005).
3. When filling out a registration form please **PRINT** or **TYPE** information. Registration forms must be **FULLY** completed before your registration application will be accepted. If the registration form is not completed, registrars will contact you for the missing information, either by phone, email or fax.
4. Your name will appear on the certificate as it does on the first line of the registration form.
5. Registrants' home phone numbers are requested in case of inclement weather.
6. Registrations will **ONLY** be accepted by fax, mail and online.
7. Registration forms will **ONLY** be accepted after the registration opening date.
8. Registration forms must be fully completed. Incomplete registration forms will not be processed until all of the information is obtained.
9. If you are registering for MAPP/GPS and are a foster/adoptive parent, private child placing agency, an Area Mental Health Program or from a Family Resource Program, registrant's will need to complete a NCDSS registration form and an Application for Admission to MAPP-GPS Training.
10. Registrants who are accepted to the training event will receive a "Confirmation" letter. Faxing or mailing a registration form or registering on line **does not guarantee** that you are registered for a training event. Confirmation letters will be mailed out after registration closing date to the registered person.
11. If a training event has reached its maximum number of participants, additional registrants will receive a "Waiting List" letter or a "Training Event Closed" letter.
12. Registration forms will **only** be accepted after registration closing date if space remains available. Please call the appropriate registration contact person to see if space is still available.
13. Agencies with new employees to hire must use the new employee's name and employment starting date when registering for training. Agencies may **not** use another employee's name to secure registration for the individuals to be hired.
14. The NC Division of Social Services wishes to ensure that no individual with a disability is discriminated against because of the absence of auxiliary aids and services. Individuals with disabilities who require accommodations in order to participate in our training events are encouraged to contact the assigned registration person prior to the training.
15. **Participants "MUST" be present for the entire training unless it is an emergency.**
16. If you are making up for a missed training day, you must fill out a registration form for the name of training and date you need to make up.
17. All participants must pre-register for all training events based upon the opening and closing dates listed for each course in the training calendar. A participant who is already registered for a training event and is unable to attend needs to cancel. **When canceling the employee from a training, you must email the registrar with the cancellation. No substitutions are allowed.** If you wish to send another employee, that employee must pre-register. Pre-registration of the second employee does not guarantee acceptance into the training. Once the first employee cancels his/her registration in a training, the registrar then goes to the next person on the waiting list to fill the classroom vacancy. **Training slots are assigned to individual participants and not to a particular county.** Due to the administrative preparation and processes that occur prior to a training event, **walk-ins are discouraged. Walk-ins will not be accepted if the class is full.**
18. Please fill out a separate registration form for each training event you want to attend.
19. **Participants must be present the first day of training.** When personnel or schedule changes occur in your agency and you are not going to attend a training for which you are registered, please **email** the appropriate registration contact person immediately. This will make it possible to meet the training needs of staff from other agencies. Please see page 48 for email addresses.

GUIDELINES FOR REGISTRATION con't

20. For training events with a registration fee, a full refund will be made if we receive a cancellation notice seven business days prior to the training. No refund will be made for cancellations made six or fewer business days prior to the training event, but you may register a substitute. If you register using an agency authorization form, but do not attend and do not cancel, you or your agency will be billed for the full amount of the registration fee.
21. For training events without a registration fee, cancellation should be made **no later than 72 hours** prior to the training, as we may be able to fill your slot with someone on the waiting list, or avoid extra costs for training materials. In the event of an emergency, cancellations will be accepted up to the beginning date of training.
22. If you have registered for a training but did not attend and did not email the registration contact person that you did not plan to attend, the immediate supervisor and agency director will receive a **“No Show”** letter notifying them of your training absence.
23. If you have to leave early or arrive late due to an emergency, please speak to the trainer to arrange a time to make up missed material. Until the material is made up, you will receive an incomplete, and an “incomplete” letter will be sent to your supervisor informing them of your status.
24. The selection process for the social work professional is prioritized based on:

For all training events:

Child Welfare Services employees, contract staff and student interns from NC County Departments of Social Services may attend the training events listed below. Training registrations are accepted in the following manner:

For Pre-Service Training (100 level):

- 1) Child Welfare Staff, contract staff and student interns in a county Department of Social Services who are affected by the law requiring 72 hours of pre-service training prior to direct client contact will always receive priority, then
- 2) Other Child Welfare staff employed in a county Department of Social Services
- 3) Registrations are accepted in the order they are received based upon the priorities listed above.

For Family Preservation Training (200 Level):

- 1) Family Preservation, home-based and Family Support program staff who are affected by the training policy requiring training within 90 days following employment will receive priority.
- 2) CPS Case Planning and Case Management and Child Placement Staff are encouraged to attend this training and will be accepted on a first come first serve basis, as space allows following the closing date.

In-Service Trainings (200 Level)

- 1) Child Welfare and contract staff employed in a county Department of Social Services who are affected by the law requiring additional training within the first year of employment **OR** for Family Preservation staff affected by the training policy requiring training within the first 90 days following job responsibilities will receive priority. Child Welfare staff and student interns employed in a county Department of Social Services, Family Preservation, Home-Based and Family Support staff not affected by the training law/requiring 18/39 hours of additional training within the first year of employment are accepted on a first
- 2) come first serve basis, as space allows following the registration closing date.
- 3) Staff from private child-placing and adoption agencies may attend *Adoptions in Child Welfare Services*. These registrations are accepted on a first come first serve basis depending upon availability of space following the closing date.
- 4) Staff from private child-placing agencies and Mental Health (therapeutic homes) may attend *Foster Family Home Licensing in Child Welfare Services*. These registrations are accepted on a first come first serve basis depending upon availability of space following the closing date.
- 5) Registrations are accepted in the order they are received based upon the priorities listed above, in the 200 level

GUIDELINES FOR REGISTRATION con't

In-Service Trainings (300 Level):

- 1) Child Welfare Staff employed in a county Department of Social Services who are affected by the law requiring 24 hours of continuing education on a yearly basis, based upon date of employment.
- 2) Family Preservation, Home-Based and Family Support staff are accepted on a first come first serve basis as space allows following the closing date of training.
- 3) To allow equal access to training, the registrar may need to limit the number of participants from one county. Additional registrants from a county may be accepted into the training depending upon space availability following the closing date. Additional county registrants will be accepted on a first come first serve basis.
- 4) Registrations are accepted in the order they are received based upon the priorities listed above, in the 300 level.

Model Approach to Partnerships in Parenting, Group Preparation and Selection-MAPP-GPS: (300 level):

- 1) Registrations are accepted beginning on the opening date listed in the training calendar.
- 2) Registrations for MAPP-GPS Certification can only be accepted from persons who meet the applicable requirements for foster parents, adoptive parents, Department of Social Services staff, Area Mental Health Program staff, licensed child placing agency staff (licensed through the N.C. Division of Social Services), and temporary agency staff.
- 3) A Department or a licensed private child-placing agency may contract with a person who meets applicable requirements to conduct the responsibilities of MAPP-GPS. The local Department of Social Services or licensed child placing agency should submit the registration form for the person with whom they are contracting along with a letter verifying that this person is under contract and meets the staffing qualifications outlined on pages 74-76.
- 4) Registrants who are foster/adoptive parents, from a private child-placing agency, or from a Family Resource Program funded by NCDSS, registrants must complete a NCDSS Statewide Training Partnership registration form and An Application for Admission to MAPP-GPS Training, found on pages 46-47.

Selections are then made based on the following criteria:

- 1) Agencies in closest proximity to the training site
- 2) Agencies who have few MAPP-GPS leaders
- 3) Order in which NCDSS registration (all registrants) and An Application for Admission to MAPP-GPS Training (those who this is applicable) are received.
- 4) To allow equal access of the MAPP-GPS training for all agencies, no more than two participants from each agency will be accepted. However, if there is available space following the registration closing date, additional participants from any one agency may be accepted in the training.
- 5) Decisions regarding accepting registrations and confirmation letters will occur after the listed closing date.

Please forward completed registration to the appropriate contact person:

Amy Campbell
Fayetteville Regional Training Center
Cumberland County Department of Social Services
1225 Ramsey Street, Room G05
Fayetteville, NC 28301
Phone: (910) 677-0460
Fax: (910) 677-0468
E-mail: amy.m.campbell@ncmail.net

Ashley Duncan
NCSU-Family Centered Meetings Project
Social Work Department
Campus Box 7639
NCSU
Raleigh, NC 27695-7639
Phone: (919) 513-0488
Fax: (919) 513-7980
E-mail: ahmorris@chass.ncsu.edu

Lou Decker
Asheville Regional Training Center
Asheville-Buncombe Tech. Community College
NC/DSS #6
Haynes Building, 4th Floor
1459 Sand Hill Road
Asheville, NC 28806
Phone: (828) 670-5050
Fax: (828) 670-5053
E-mail: lou.decker@ncmail.net

Bonnie English
Charlotte Regional Training Center
Central Piedmont Community College
West Campus
3210 CPCC West Campus Drive
Charlotte, NC 28208
Phone: (704) 395-2110
Fax: (704) 395-2101
E-mail: boneng@bellsouth.net

Elaine Highsmith
Greensboro Regional Training Center
Guilford Technical Community College
(Greensboro Campus) Adult Education Center
3505 East Wendover Avenue
Greensboro, NC 27405
Phone: (336)-954-1747
Fax: (336)-954-1750
E-mail: elaine.highsmith@ncmail.net

Clarence A. Lamb
NC Division of Social Services
Staff Development Team
325 N. Salisbury Street, Suite 735
2412 Mail Service Center
Raleigh, NC 27699-2412
Phone: (919) 733-7672
Fax: (919) 733-9204
E-mail: clarence.lamb@ncmail.net

Korri Mosley
NC Division of Social Services
Staff Development Team
325 N. Salisbury Street, Suite 735
2412 Mail Service Center
Raleigh, NC 27699-2412
Phone: (919) 733-7672
Fax: (919) 733-9204
E-mail: korri.mosley@ncmail.net

Judy Prophet
Jordan Institute for Families,
UNC-Chapel Hill School of Social Work
9551 Hitchgate Drive
Charlotte, NC 28227
Phone: (704) 545-9512
Fax: (704) 573-4802
E-mail: jhprophe@bellsouth.net

Donna Walters Pearson
Home Remedies
Appalachian Family Innovations
(Formerly BIABH Study Center Appalachian State
University)
203 Avery Avenue
Morganton, NC 28655
Phone: (828) 433-7187
Fax: (828) 430-8762
E-mail:
donna.pearson@familyinnovations.org

Betty Williford
Kinston Regional Training Center
Lenoir Community College
Administration Building, Room 207
Highway 70
Kinston, NC 28502
Phone: (252) 520-2413
Fax: (252)-520-2417
E-mail: bettywilliford@coastalnet.com

Insert Registration Form

INSERT APPLICATION FOR MAPP-GPS

CHILD WELFARE IN NORTH CAROLINA
PRE-SERVICE CURRICULUM FOR NEW WORKERS AND SUPERVISORS
(100 Series)

“Child Welfare in North Carolina” is a three-week competency based **pre-service** curriculum that is designed to provide social workers and supervisors with an overview of the child welfare system. At the conclusion of the training, social workers and supervisors will have knowledge that will allow them to begin to see clients in their agency. New Children’s Services DSS staff must complete the three weeks in sequence, though may take the three weeks in different centers or at different times.

Prerequisite: None

Week 1: Foundations of Child Welfare

Week 1 will provide participants with an overview of the history, mission, vision, and values of child welfare. Participants will be provided with an opportunity to evaluate their own value system and examine how one’s own values impacts work with families. An overview of Family Centered Practice and the role of community resources will be explored. Participants will also be provided with an overview of North Carolina child welfare definitions, laws and policies. Indicators and risk factors to assist with the identification of child abuse, neglect and dependency will be discussed. The week will conclude with a discussion regarding cultural awareness and rapport building with families.

Week 2: Family Assessment

Week 2 will provide participants with various interviewing strategies to assist with obtaining information from families and children. It also begins with the family assessment and change process that addresses the day to day casework provided from Intake through Adoptions. Strategies for conducting and documenting functional assessments, safety and risk assessments, and family strengths and needs assessments are addressed. During this week, participants are provided the opportunity, through case examples, to apply information learned in the assessment process to make case decisions and complete an initial family services case plan.

Week 3: Experiential Learning Week

Social workers and supervisors will return to their agencies and participate in activities to assist in the transfer of learning. Participants will be required to shadow other staff, observe interviews in different program areas, review agency records and participate in other activities. Participants are required to complete eight out of ten Transfer of Learning activities, while they are in their agency during this week.

Week 4: Family Change Process

Week 4 begins the change process for families. Participants will discover how the risk assessment is connected with family case planning. The function of Case Planning and Management is discussed as well as the philosophy and principles that underlie case planning with families. Participants will be provided with information regarding concurrent planning, objective writing, and completion of Family Services Agreements. Case examples introduced in week two will be utilized to provide participants with the opportunity to apply knowledge. Other information addressed this week includes the placement process, the adoption process, case closure, the role of the court system, case recording techniques for proper documentation, and social worker safety.

CHILD WELFARE IN NORTH CAROLINA

(Continued)

Contact Hours: Completion of classroom training and the transfer of learning assignments meet the required 72 hours of pre-service training.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services, individuals or agencies contracting with a county DSS to provide child welfare services, and individuals completing a child welfare internship. Child welfare services are defined as CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for new staff who are responsible for child welfare job functions within a North Carolina County Department of Social Services prior to direct client contact or assuming supervisory responsibilities. This would include all new child welfare social workers and supervisors employed in a county DSS, individuals/agencies contracting for child welfare services with a county DSS and individuals completing a child welfare internship in a county DSS.

Given the content, design and application of this course, attendance by other social work/human services professionals would be **inappropriate**. This would include, but not limited to: social work staff whose primary job responsibility in a county DSS is in another work area other than child welfare (daycare, child support, adult services, Work First and others), private child caring agencies, family preservation, family support and other community human service agencies working with children.

Maximum Number of Participants: 26

Minimum Number of Participants: 1

Please see next two pages for training schedule.

CHILD WELFARE IN NORTH CAROLINA
PRE-SERVICE CURRICULUM FOR NEW WORKERS AND SUPERVISORS

Week 1: Foundations of Child Welfare

Week 2: Family Assessment

Week 3: Experiential Learning Week

Week 4: Family Learning Process

Dates of Training	Location	Registration Opens	Registration Closes	Register With
December 13-16, 2005 January 3-6, 2006 January 17-20, 2006	Greensboro (RTC)	October 4, 2005	November 22, 2005	Elaine Highsmith Greensboro Center
January 3-6, 2006 January 10-13, 2006 January 24-27, 2006	Kinston (RTC)	October 25, 2005	December 13, 2005	Betty Williford Kinston Center
January 24-27, 2006 January 31-February 3, 2006 February 14-17, 2006	Fayetteville (RTC)	November 15, 2005	January 3, 2006	Amy Campbell Fayetteville Center
February 7-10, 2006 February 14-17, 2006 February 28-March 3, 2006	Charlotte (RTC)	November 28, 2005	January 17, 2006	Bonnie English Charlotte Center
February 7-10, 2006 February 14-17, 2006 February 28-March 3, 2006	Greensboro (RTC)	November 28, 2005	January 17, 2006	Elaine Highsmith Greensboro Center
February 14-17, 2006 February 21-24, 2006 March 14-17, 2006	Kinston (RTC)	December 6, 2005	January 24, 2006	Betty Williford Kinston Center
February 28-March 3, 2006 March 14-17, 2006 March 28-31, 2006	Asheville (RTC)	December 20, 2005	February 7, 2006	Lou Decker Asheville Center
February 28-March 3, 2006 March 14-17, 2006 March 28-31, 2006	Fayetteville (RTC)	December 20, 2005	February 7, 2006	Amy Campbell Fayetteville Center
March 21-24, 2006 March 28-31, 2006 April 10-13, 2006	Charlotte (RTC)	January 10, 2006	February 28, 2006	Bonnie English Charlotte Center
March 21-24, 2006 March 28-31, 2006 April 10-13, 2006	Greensboro (RTC)	January 10, 2006	February 28, 2006	Elaine Highsmith Greensboro Center
April 4-7, 2006 April 10-13, 2006 April 25-28, 2006	Kinston (RTC)	January 24, 2006	March 14, 2006	Betty Williford Kinston Center
April 18-21, 2006 April 25-28, 2006 May 9-12, 2006	Fayetteville (RTC)	February 7, 2006	March 28, 2006	Amy Campbell Fayetteville Center
April 18-21, 2006 April 25-28, 2006 May 9-12, 2006	Asheville (RTC)	February 7, 2006	March 28, 2006	Lou Decker Asheville Center

**CHILD WELFARE IN NORTH CAROLINA
PRE-SERVICE CURRICULUM FOR NEW WORKERS AND SUPERVISORS**

Week 1: Foundations of Child Welfare

Week 2: Family Assessment

Week 3: Experiential Learning Week

Week 4: Family Learning Process

May 2-5, 2006 May 9-12, 2006 May 30-June 2, 2006	Charlotte (RTC)	February 21, 2006	April 11, 2006	Bonnie English Charlotte Center
May 9-12, 2006 May 16-19, 2006 May 30-June 2, 2006	Greensboro (RTC)	February 28, 2006	April 18, 2006	Elaine Highsmith Greensboro Center
May 16-19, 2006 May 23-26, 2006 June 6-9, 2006	Kinston (RTC)	March 7, 2006	April 25, 2006	Betty Williford Kinston Center
May 30-June 2, 2006 June 6-9, 2006 June 27-30, 2006	Fayetteville (RTC)	March 21, 2006	May 9, 2006	Amy Campbell Fayetteville Center
May 30-June 2, 2006 June 6-9, 2006 June 27-30, 2006	Asheville (RTC)	March 21, 2006	May 9, 2006	Lou Decker Asheville Center
June 13-16, 2006 June 27-30, 2006 July 11-14, 2006	Charlotte (RTC)	April 4, 2006	May 23, 2006	Bonnie English Charlotte Center
June 13-16, 2006 June 27-30, 2006 July 11-14, 2006	Greensboro (RTC)	April 4, 2006	May 23, 2006	Elaine Highsmith Greensboro Center
June 27-30, 2006 July 11-14, 2006 July 25-28, 2006	Kinston (RTC)	April 18, 2006	June 6, 2006	Betty Williford Kinston Center

CHILD DEVELOPMENT IN FAMILIES AT RISK **(200 Series, Tier 1)**

This curriculum is being offered in two formats: as a *Traditional Two-day Classroom* course and a *Blended E-learning* (classroom/online) course. For more information please contact the registration coordinator listed below.

Two-day Classroom Course

Child Development in Families at Risk is a two-day foundation curriculum that builds on pre-service training. The course will focus on normal developmental milestones for pre-school age children, school-age children, and adolescents. It will also cover the effects of abuse, neglect, and trauma, such as environmental stress on the development of children. New research in the areas of brain development, temperament, and resiliency will be explored. Actual case studies will be used to practice developmental assessments, family-centered practice, and case planning. *Child Development in Families at Risk* was developed by the Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

Blended E-Learning (classroom/on-line) Course

Alternatively, *Child Development in Families at Risk* is also offered as a **Blended E-Learning** course. The content of this course is identical to the content of the 2-day classroom training and consists of:

- (a) One day (6-hours) of classroom-based instruction, which includes an overview of the course, a discussion of the benefits and challenges of blended instruction, and participant responsibilities in this blended e-learning course. Participants will be assigned to online learning teams, learn about how they can receive help when they need it, and get tips on how to complete the course. This day also includes a foundation in child development theory and practice.
- (b) At the completion of the classroom portion, participants will have approximately one month to complete the online portion of the course, which focuses in detail on the same subject areas listed above for the traditional classroom course.

Child Development in Families at Risk Blended E-learning format was developed by the Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 12 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year of employment or the 24-hour continuing education requirement.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for all child welfare staff employed in a county DSS within the first year of employment. Therefore, it is recommended for employees with less than one year of child welfare experience.

Maximum Number of Participants: 26

Minimum Number of Participants: 6

Traditional Two-day Classroom course offerings:

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 30-31, 2006	Fayetteville (RTC)	November 21, 2005	January 9, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
March 28-29, 2006	Asheville (RTC)	January 17, 2006	March 7, 2006	
April 18-19, 2006	Charlotte (RTC)	February 7, 2006	March 28, 2006	
June 7-8, 2006	Kinston (RTC)	March 29, 2006	May 17, 2006	

Blended E-Learning (classroom/on-line) course offerings:

Dates of Training	Location for classroom portion	Registration Opens	Registration Closes	Register With
March 27, 2006	Charlotte (RTC)	January 16, 2006	March 6, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
April 3, 2006	Greensboro (RTC)	January 21, 2006	March 13, 2006	
May 23, 2006	Asheville (RTC)	March 14, 2006	May 2, 2006	

EFFECTS OF SEPARATION AND LOSS ON ATTACHMENT

(200 Series, Tier 1)

Effects of Separation and Loss on Attachment is a two-day **foundation** curriculum. Participants who attend this training will leave with an understanding of the attachment process between children and their caregivers, the impact of loss and grief on child development, and specific practice skills for forming and maintaining attachments (between the child and his/her birth parents and/or foster parents and/or adoptive parents.) *Effects of Separation and Loss on Attachment* was developed by the NC Family and Children's Resource Program, part of The Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 12 contact hours. This training can be credited toward the 18/39 hours of additional training within the first year or the 24-hour continuing education requirement for those grandfathered into the training requirements.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for all child welfare staff employed in a county DSS within the first year of employment. Therefore, it is recommended for employees with less than one year of child welfare experience.

Maximum Number of Participants: 26

Minimum Number of Participants: 6

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 10-11, 2006	Greensboro (RTC)	November 1, 2005	December 13, 2005	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
January 26-27, 2006	Kinston (RTC)	November 17, 2005	January 5, 2006	
April 4-5, 2006	Asheville (RTC)	January 24, 2006	March 14, 2006	
April 25-26, 2006	Greensboro (RTC)	February 14, 2006	April 4, 2006	
May 2-3, 2006	Charlotte (RTC)	February 21, 2006	April 11, 2006	
May 2-3, 2006	Kinston (RTC)	February 21, 2006	April 11, 2006	
June 13-14, 2006	Fayetteville (RTC)	April 4, 2006	May 23, 2006	

LEGAL ASPECTS OF CHILD WELFARE IN NORTH CAROLINA (200 Series, Tier 1)

Legal Aspects of Child Welfare in NC is a two-day **foundation** curriculum designed to provide Child Welfare Services Staff with legal information that will help them understand the role of the juvenile court in protecting abused, neglected, and dependent children as well as the need to respect parents' rights through use of family centered practice techniques. *Legal Aspects of Child Welfare in NC* was originally developed by the Partnership for Human Services at East Carolina University School of Social Work and Criminal Justice Program. This curriculum is updated with statutory changes and other developments in the law at least annually by the N.C. Division of Social Services.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training required based upon date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 12 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for all child welfare staff employed in a county DSS within the first year of employment. Therefore, it is recommended for employees with less than one year of child welfare experience.

Maximum Number of Participants: See Below

Minimum Number of Participants: 6

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 9-10, 2006	Raleigh 26 Maximum	October 31, 2005	December 19, 2005	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
February 21-22, 2006	Charlotte (RTC) 26 Maximum	December 13, 2005	January 31, 2006	
March 13-14, 2006	Kinston (RTC) 26 Maximum	January 2, 2006	February 27, 2006	
April 17-18, 2006	Cumberland (RTC) 26 Maximum	February 6, 2006	March 27, 2006	
May 23-24, 2006	Asheville (RTC) 20 Maximum	March 14, 2006	May 2, 2006	
June 20-21, 2006	Charlotte (Mecklenburg DSS) 50 Maximum	April 11, 2006	May 30, 2006	

**MEDICAL ASPECTS OF CHILD ABUSE AND NEGLECT FOR NON-MEDICAL
PROFESSIONALS
(200 Series, Tier 1)**

Medical Aspects Of Child Abuse And Neglect For Non-Medical Professionals is a two day **foundation** curriculum designed to help social workers secure medical examinations in a timely fashion, understand, interpret, and communicate with medical professionals regarding those examinations, and help families understand follow-up care instructions for their children. *Medical Aspects* was developed by the UNC-CH Child Medical Evaluation Program.

Prerequisite: *Child Welfare in North Carolina* or other pre-service training required based upon date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 12 contact hours. This training meets the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for all child welfare staff employed in a county DSS within the first year of employment. Therefore, it is recommended for employees with less than one year of child welfare experience.

Maximum Number of Participants: See Below

Minimum Number of Participants: 6

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 17-18, 2006	Raleigh 26 Maximum	November 18, 2005	December 27, 2005	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
February 7-8, 2006	Cumberland (RTC) 26 Maximum	November 29, 2005	January 17, 2006	
March 14-15, 2006	Charlotte (RTC) 26 Maximum	January 3, 2006	February 21, 2006	
April 25-26, 2006	Winston Salem 50 Maximum	February 14, 2006	April 4, 2006	
May 3-4, 2006	Asheville (RTC) 20 Maximum	February 15, 2006	April 15, 2006	
June 21-22, 2006	Kinston (RTC) 26 Maximum	April 12, 2006	May 3, 2006	

ADOPTIONS IN CHILD WELFARE SERVICES (200 Series, Tier 2)

Adoptions in Child Welfare Services is a three-day **specialized** curriculum focusing on children awaiting adoptive placement and families involved in the adoption process. Topics covered in this curriculum include: the policies, laws, and values that support a strengths based community approach to working with families and children; the importance of gathering accurate assessment information about the child's strengths and needs, the prospective adoptive family's strengths, and accurate and detailed medical and social information from birth families; the skills necessary to prepare the child and family for the adoption experience; and the need for post placement and post adoption supports for the family to increase permanence.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 18 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. This course is also open to adoption staff of private adoption agencies.

Recommended for: This course is mandatory for child welfare social workers who will be performing adoption functions within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare or private adoption agency staff with less than one year of experience who are working with children awaiting adoptive placement and families who are interested in adopting children.

Maximum Number of Participants: 26

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
April 5-7, 2006	Fayetteville (RTC)	January 24, 2006	March 15, 2006	Amy Campbell Fayetteville Center
June 21-23, 2006	Charlotte (RTC)	April 11, 2006	May 30, 2006	Bonnie English Charlotte Center

CASE PLANNING & MANAGEMENT IN CHILD WELFARE SERVICES (200 Series, Tier 2)

Case Planning & Management in Child Welfare Services is a four-day **specialized** curriculum focusing on the skills, beliefs and competencies that are necessary to achieve successful outcomes with families and children. This training is interactive and includes numerous opportunities for skill practice. Topics covered include the role of the case manager, relationships as a foundation for practice, identifying and building on strengths, family centered casework, meeting with resistance, the case planning process and services provision, reassessment decision-making tools, family group decision-making, monitoring the case, case closure/transition, and case documentation.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 24 contact hours. This training meets the required 18/39 hours of additional training.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for child welfare social workers who will be performing case planning and management functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare workers with less than one year of experience. This course is also required of vendors who contract to offer case planning and management services in a county Department of Social Services.

Maximum Number of Participants: 26

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 17-20, 2006	Fayetteville (RTC)	November 1, 2005	December 20, 2005	Amy Campbell Fayetteville Center
February 28 –March 3, 2006	Asheville (RTC)	December 19, 2005	February 7, 2006	Lou Decker Asheville Center
May 9-12, 2006	Kinston (RTC)	February 28, 2006	April 18, 2006	Betty Williford Kinston Center

**FAMILY-CENTERED PRACTICE
IN FAMILY PRESERVATION PROGRAMS
(200 Series, Tier 2)**

Family-Centered Practice In Family Preservation Programs is a six day **specialized** curriculum designed for family preservation and other home-based services workers, which provides instruction in the skills necessary for a successful in-home intervention. This training was developed by Appalachian Family Innovations, Appalachian State University.

Prerequisite: None

Contact Hours: 36 contact hours.

Open to: This course is open to state and federally funded intensive and less intensive family preservation workers and supervisors.

Recommended for: This workshop is mandatory for all state and federally funded intensive and less intensive family preservation workers and supervisors.

Maximum Number of Participants: 35

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 7-9, 2006 And February 14-16, 2006	Raleigh	January 16, 2006	March 31, 2006	Donna Walters – Pearson Appalachian Family Innovations Fax (828) 430-8762 Phone: (828) 433-7187
May 2-4, 2006 And May 9-11, 2006	Greensboro	March 6, 2006	April 7, 2006	

FAMILY SUPPORT IN PRACTICE: CONNECTING WITH FAMILIES
(200 Series, Tier 2)

Family Support in Practice: Connecting with Families is a six-day **specialized** curriculum designed for family support and family resource center workers and provides instruction in the skills necessary for working successfully with families in center-based programs, in support groups, and through home visiting. The training is interactive and skill-based. This training was developed by Appalachian Family Innovations, Appalachian State University.

Prerequisite: None

Contact Hours: 36 contact hours.

Open to: State and federally funded Family Support and Family Resource Center workers and supervisors.

Recommended for: This workshop is mandatory for all state and federally funded Family Support and Family Resource Center workers and supervisors. It is recommended for individuals who provide Family Support services, employees or volunteers in Family Resource Centers, and supervisors and administrators of such programs.

Maximum Number of Participants: 35

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 17-19, 2006 And January 24-26, 2006	Fayetteville	November 21, 2005	December 23, 2005	Donna Walters-Pearson Appalachian Family Innovations Fax: (828) 430-8762 Phone: (828) 433-7187
April 18-20, 2006 And April 25-27, 2006	Williamston	February 20, 2006	March 24, 2006	

FOSTER FAMILY HOME LICENSING IN CHILD WELFARE SERVICES (200 Series, Tier 2)

Foster Family Home Licensing in Child Welfare Services is a three-day **specialized** curriculum which covers the process of licensing foster parents for a county Department of Social Services and private licensing agencies. The curriculum topics will include NC licensing procedures, forms, and regulations, the roles of a licensing worker, the mutual home assessment process, the family assessment, MEPA, and skills for working with foster parents.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 18 contact hours. This training can be credited toward the required 18/39 hours of additional training written the first year of the 24 hour continuing education requirement.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. This course is also open to social work staff of therapeutic and private foster care agencies.

Recommended for: This course is mandatory for child welfare social workers who will be performing foster family home licensing functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare or private agency workers with less than one year of experience. This curriculum is also required of all vendors who contract to provide foster care licensing responsibilities in a county Department of Social Services.

Maximum Number of Participants: 26

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 7-9, 2006	Asheville (RTC)	November 28, 2005	January 17, 2006	Lou Decker Asheville Center
March 29-31, 2006	Greensboro (RTC)	January 18, 2006	March 8, 2006	Elaine Highsmith Greensboro Center

INTAKE IN CHILD WELFARE SERVICES (200 Series, Tier 2)

Intake in Child Welfare Services is a three-day **specialized** curriculum focusing on providing both the knowledge base and the skills to prepare workers responsible for receiving reports of child maltreatment. This course will provide social work staff the knowledge and skill practice with the new Strengths-Based, Structured Intake process and instrument that became effective June 1, 2003. The first of seven Multiple Response System (MRS) strategies, Strengths-Based, Structured Intake is a process that was designed to achieve greater consistency across workers/counties in information gathering and decision-making. The Strengths-Based, Structured Intake process also includes information on interviewing from a Strengths-Based perspective. Much of the learning will involve participant interaction and opportunities to practice with the new intake process and form.

Prerequisite: Child Welfare in North Carolina or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff). For NCDSS staff serving occasional on-call duties, no prerequisite is needed.

Contact Hours: 18 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for child welfare social workers who will be performing intake functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare or occasional on-call workers with less than one year of experience.

Maximum Number of Participants: 26

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With:
March 1-3, 2006	Greensboro (RTC)	December 21, 2005	February 8, 2006	Elaine Highsmith Greensboro Center

INVESTIGATIVE ASSESSMENTS IN CHILD WELFARE SERVICES (200 Series, Tier 2)

Investigative Assessments in Child Welfare Services is a **specialized** curriculum that provides participants with knowledge and skills necessary to complete a traditional investigative assessment with a family who has been referred for possible child abuse, neglect or dependency. The worker will learn preparation skills to help engage the family, will complete Structured Decision Making Tools using case examples, and will become familiar with the four critical questions required to make a case decision. Using family-centered practice in investigative assessments is discussed in detail, and participants engage in discussions related to culture, diversity, values, and ethics in social work.

Prerequisite: Child Welfare in North Carolina or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff). For NCDSS Staff serving occasional on-call duties, no prerequisite is needed.

Contact Hours: 24

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for child welfare social workers who will be performing traditional investigative assessment functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare or occasional on-call workers with less than one year of experience.

Maximum Number of Participants: 26

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With:
January 27-28, 2006	Asheville (RTC)	November 7, 2005	December 26, 2005	Lou Decker Asheville Center
April 10-13, 2006	Charlotte (RTC)	January 30, 2006	March 20, 2006	Bonnie English Charlotte Center
May 23-26, 2006	Kinston (RTC)	March 14, 2006	May 2, 2006	Betty Williford Kinston Center
June 27-30, 2006	Greensboro (RTC)	April 18, 2006	June 6, 2006	Elaine Highsmith Greensboro

PLACEMENT IN CHILD WELFARE SERVICES (200 Series, Tier 2)

Placement in Child Welfare Services is a four-day **specialized** curriculum designed to help placement workers become more knowledgeable about their job. This curriculum provides participants with information about child placement philosophy, child and family preparation for placement, making appropriate placements, and gives opportunities to develop through skill practice. It focuses on strategies to minimize trauma to the child, reunification and permanence, preserving family connections and forming collaborative partnerships between birth parents and substitute caregivers. Participants will know how to complete structured decision making tools and service agreements to make determinations for timely reunification or permanence for children for using a case study.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 24 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for child welfare social workers who will be performing child placement functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare workers with less than one year of experience who are responsible for removing children from their homes and placing children into foster care.

Maximum Number of Participants: 26

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 14-17, 2006	Greensboro (RTC)	December 6, 2005	January 24, 2006	Elaine Highsmith Greensboro Center
March 21-24, 2006	Kinston (RTC)	January 10, 2006	February 28, 2006	Betty Williford Kinston Center
April 4-7, 2006	Charlotte (RTC)	January 24, 2006	March 14, 2006	Bonnie English Charlotte Center

**ADULT MENTAL HEALTH ISSUES WHICH IMPACT FAMILIES SERVED BY CHILD
WELFARE
(300 Series)**

Adult Mental Health Issues Which Impact Families Served By Child Welfare is designed to address the mental health issues of parents and caretakers involved with the child welfare system. This two-day curriculum focuses on mental illnesses that often affect a person's ability to parent, bringing the family to the attention of DSS. In this training participants will learn the causes, symptoms, prognosis, treatments and interventions for depressions, schizophrenia, bipolar disorder (manic-depression), and borderline personality disorder, and what risks may be posed to children, to the person with the illness and to workers. This curriculum was developed by NC Family and Children's Resource Program, part of The Jordan Institute for Families at UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

Contact Hours: 12 contact hours. This training can be credited toward the required 24 hours continuing education component.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: Child Welfare supervisors and social workers employed in a county Department of Social Services

Maximum Number of Participants: 26

Minimum Number of participants: 10

NOTE: NO TRAININGS SCHEDULED FOR THE NEXT SIX MONTHS.

**DECIDING TOGETHER: A PROGRAM TO PREPARE FAMILIES
FOR FOSTERING OR ADOPTION ON AN INDIVIDUAL BASIS
(300 Series)**

Deciding Together is based on the Model Approach to Partnership in Parenting/Group Preparation and Selection Program. This program uses the same twelve key abilities necessary for successful foster and/or adoptive parenting. Deciding Together helps social workers to develop individual families at a level equal to that of MAPP-GPS. This individual preparation and selection program provides the agency with a flexible alternative to the group preparation and selection process.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff) **and** *Model Approach to Partnership in Parenting (MAPP)*.

Contact Hours: 16 Hours. This training can be credited toward the required 24 hours continuing education component.

Open to: Child welfare, therapeutic or private agency social workers certified as MAPP-GPS leaders.

Recommended for: Social Workers certified as MAPP-GPS leaders.

Participants should be advised that this training may require advanced reading and homework the evenings of the training. Participants may wish to bring a tote bag or backpack to carry the participant manuals.

Maximum Number of Participants: 20

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
March 8-10, 2006	Asheville (RTC)	December 28, 2005	February 15, 2006	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
May 10-12, 2006	Greensboro (RTC)	March 1, 2006	April 19, 2006	

DOMESTIC VIOLENCE POLICY TRAINING (300 Series)

Child Welfare Domestic Violence Policy Training is two-day policy training, designed to enable participants to implement child protective services that are consistent with the Domestic Violence Policy.

Day one provides a foundation by providing child welfare workers with basic information about the dynamics and dangers of domestic violence, the link between domestic violence and child maltreatment, the impact of domestic violence on children and behavioral characteristics of family members, and the interventions required to protect both adult and child victims. These issues are discussed incorporating key policy points.

Day two will focus specifically on the Domestic Violence Policy and its implementation and will also include an overview of the Domestic Violence Resources for Enhanced Practice, the Domestic Violence Assessment Tools and the Domestic Violence Personalized Safety Plan.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services, individuals or agencies contracting with a county DSS to provide child welfare services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: Child Welfare social workers and supervisors employed in a County Department of Social Services.

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 9-10, 2006	Charlotte (RTC)	October 31, 2005	December 19, 2005	Bonnie English Charlotte Center
January 11-12, 2006	Charlotte (RTC)	November 2, 2005	December 21, 2005	Bonnie English Charlotte Center
January 24-25, 2006	Raleigh	November 15, 2005	January 3, 2006	Amy Campbell Fayetteville Center
January 26-27, 2006	Raleigh	November 17, 2005	January 5, 2006	Amy Campbell Fayetteville Center
January 31-February 1, 2006	Beaufort Co. (DSS)	Immediately	January 10, 2006	Betty Williford Kinston Center
February 6-7, 2006	Kinston (RTC)	November 28, 2005	January 16, 2006	Betty Williford Kinston Center

February 9-10, 2006	Fayetteville (RTC)	November 1, 2005	December 19, 2005	Amy Campbell Fayetteville Center
February 21-22, 2006	Asheville (RTC)	December 13, 2005	January 31, 2006	Lou Decker Asheville Center
March 9-10, 2006	Asheville (RTC)	December 29, 2005	February 16, 2006	Lou Decker Asheville Center
March 13-14, 2006	Greensboro (RTC)	January 6, 2006	February 20, 2006	Elaine Highsmith Greensboro Center
March 15-16, 2006	Greensboro (RTC)	January 4, 2006	February 22, 2006	Elaine Highsmith Greensboro Center
April 3-4, 2006	Raleigh	January 23, 2006	March 13, 2006	Amy Campbell Fayetteville
April 6-7, 2006	Kinston (RTC)	January 26, 2006	March 16, 2006	Betty Willford Kinston Center
April 20-21, 2006	Fayetteville (RTC)	January 30, 2006	March 20, 2006	Amy Campbell Fayetteville Center
May 1-2, 2006	Asheville (RTC)	February 20, 2006	April 10, 2006	Lou Decker Asheville Center
May 4-5, 2006	Charlotte (RTC)	February 23, 2006	April 13, 2006	Bonnie English Charlotte Center
May 23-24, 2006	Greensboro (RTC)	March 14, 2006	May 2, 2006	Elaine Highsmith Greensboro Center
June 1-2, 2006	Kinston (RTC)	March 23, 2006	May 11, 2006	Betty Willford Kinston Center
June 5-6, 2006	Raleigh	March 27, 2006	May 15, 2006	Amy Campbell Fayetteville Center

THE EMOTIONAL ASPECTS OF TERMINATION OF PARENTAL RIGHTS (300 Series)

The Emotional Aspects of Termination of Parental Rights (TPR) is designed to help child welfare workers better understand the effects of TPR on children, birth/adoptive/foster parents, and workers themselves. Specifically, participants will discuss ethical issues related to TPR, talking with children about TPR in order to lessen the trauma of the event, specific techniques for helping children cope with the emotional impact, the effects of TPR related grief on children and parents, and helping workers cope with stress and burnout. This curriculum was developed by the N.C. Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

Hours: 12 contact hours. This training can be credited towards the 24 hours continuing education requirement.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: Child Welfare supervisors and social workers who are employed in a county Department of Social Services.

Maximum Number of Participants: 26

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 7-8, 2006	Greensboro (RTC)	November 29, 2005	January 17, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
May 4-5, 2006	Kinston (RTC)	February 23, 2006	April 13, 2006	

FINANCIAL AND LEGAL ASPECTS OF ADOPTION (300 Series)

Financial and Legal Aspects of Adoption is a two-day **specialized** training which covers the financial and legal components of the adoption process. This curriculum will focus on the framework of the adoption assistance benefit program and the statutory requirements of the adoption in North Carolina. *Financial and Legal Aspects of Adoption* was developed by staff at the NC Attorney Generals Office and the NCDSS.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (NCDSS Child Welfare Staff).

Contact Hours: 12 contact hours. This training can be credited toward the required 24 hours of continuing education training.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. This course is also open to social work staff in private adoption agencies.

Recommended for: This **specialized** curriculum is targeted to child welfare and private agency staff who work with children and families who are preparing for adoption.

Maximum Number of Participants: 50

Minimum Number of Participants: 10

Dates of Trainings	Location	Registration Opens	Registration Closes	Register With
March 28-29, 2006	Charlotte Mecklenburg DSS	January 17, 2006	March 7, 2006	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
June 13-14, 2006	Washington Beaufort County DSS	April 4, 2006	May 23, 2006	

**FOSTERING AND ADOPTING THE CHILD WHO HAS BEEN SEXUALLY ABUSED
(CSA/MAPP)
(300 Series)**

Fostering and Adopting the Child Who Has Been Sexually Abused is a four day **train-the-trainer** curriculum designed to train child welfare staff who serve in the role of trainer to develop the skills of foster and adoptive families who work with sexually abused children.

Participants will be able to train experienced foster and/or adoptive families to make an informed decision about their willingness and readiness to apply specialized skills for meeting the needs of sexually abused children.

Topics the participant will learn to train include: understanding child sexual abuse, handling the double trauma of sexual abuse and placement, responding to disclosures of prior sexual abuse, managing behaviors to meet the needs of children who have been sexually abused, handling false allegations of sexual abuse and teamwork with mental health, legal and social service providers for the child who has been sexually abused. *Fostering and Adopting the Child Who Has Been Sexually Abused* was developed by the Child Welfare Institute.

Prerequisite: Child Welfare in North Carolina or completion of other required pre-service training based on employment and functional responsibilities. (For NCDSS Child Welfare Staff) and Model Approach to Partnerships in Parenting (MAPP-GPS)-Group Preparation and Selection.

Contact Hours: 26 contact hours. This training can be credited toward the 24 hour continuing education component.

Open to: Child welfare social workers certified as MAPP-GPS leaders. This includes therapeutic or private agency MAPP leaders, as well as foster parent /adoptive parent MAPP leaders.

Recommended for: This curriculum is targeted to Certified MAPP-GPS Leaders who will train foster and adoptive families to parent children who have been sexually abused. Persons attending must be **certified MAPP-GPS Leaders**.

Maximum Number of Participants: 16

Minimum Number of Participants: 10

Participants should be advised that this training requires reading and homework in the evenings of the training session. Participants may wish to bring a tote bag or backpack to carry their books

FULL PARTICIPATION IN THE FOUR DAYS IS REQUIRED FOR CERTIFICATION.

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 17-20, 2006	Fayetteville (RTC)	November 15, 2005	December 27, 2005	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
March 21-24, 2006	Charlotte (RTC)	January 10, 2006	February 28, 2006	
April 18-21, 2006	Kinston (RTC)	February 7, 2006	March 28, 2006	

IN THE BEST INTEREST OF THE CHILD: MAKING THE MOST OF VISITATION (300 Series)

In the Best Interest of the Child: Making The Most of Visitation is designed to assist child welfare workers in improving the quality of parental visiting of children in out-of-home care. Frequent visitation that focuses on maintaining the parent/child bond has been directly linked to timely and successful reunification. This curriculum will explore the three major factors with regard to visitation that reduce length of stay, techniques for using visitation as therapeutic process, assessment and observation tools, and considerations when developing a visitation plan. This curriculum was developed by NC Family and Children's Resource Program, part of The Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (NCDSS Child Welfare Staff).

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions, individuals or agencies contracting with a County DSS to provide any of the above services, social work assistants, in-home aids, or individuals completing a child welfare internship.

Recommended for: Child Welfare supervisors, social workers, social work assistants, in-home aids, and social work interns who are involved with facilitating visits.

Contact Hours: 12 contact hours. This training can be credited towards the 24 hours continuing education requirement.

Maximum Number of Participants: 26

Minimum Number of participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
March 9-10, 2006	Charlotte (RTC)	December 29, 2005	February 16, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
April 27-28, 2006	Kinston (RTC)	February 16, 2006	April 6, 2006	
June 20-21, 2006	Asheville (RTC)	April 11, 2006	May 30, 2006	

INTRODUCTION TO CHILD SEXUAL ABUSE

(300 Series)

Introduction to Child Sexual Abuse is a six-day specialized curriculum designed to provide the social worker with a foundation for identifying and assessing child sexual abuse. Part 1 includes legal definitions of sexual abuse and related NC statutes; personal and societal values and attitudes regarding sexual abuse; dynamics of the survivor, siblings, the non-offending parent and the offender; and policy and best practice in conducting child sexual abuse investigations. Part 2 includes practicing interviewing techniques with the victim, siblings, non-offending parent, and the offender; working with the juvenile offender; developing family-centered safety plans and case plans; treatment modalities; and ways to prevent burnout and compassion fatigue. *Introduction to Child Sexual Abuse* was developed by the NC Division of Social Services in collaboration with NC Family and Children's Resource Program, part of The Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff). *Legal Aspects of Child Welfare in North Carolina* (200 Series, Tier 1), and *Medical Aspects of Child Abuse and Neglect for Non-Medical Professionals* (200 Series, Tier 1).

Contact Hours: 36 contact hours. This training can be credited toward the 24 hour continuing education component.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This curriculum is targeted to child welfare social workers and supervisors employed in a county Department of Social Services with **more** than 1 year of experience.

Maximum Number of Participants: 22

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 18-20, 2006 And January 30-31-February 1, 2006	Kinston (RTC)	November 9, 2005	December 16, 2005	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545- 9512
February 20-22, 2006 And March 6-8, 2006	Greensboro (RTC)	December 12, 2005	January 30, 2006	
April 10-12, 2006 And April 24-26, 2006	Fayetteville (RTC)	January 30, 2006	March 20, 2006	

May 15-17, 2006 And May 31- June 2, 2006	Greensboro (RTC)	March 6, 2006	April 24, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545- 9512
June 6-8, 2006 And June 20-22, 2006	Charlotte (RTC)	March 28, 2006	May 16, 2006	

INTRODUCTION TO SUBSTANCE ABUSE FOR CHILD WELFARE SERVICES (300 Series)

Introduction to Substance Abuse for Child Welfare Services is a three-day **specialized** curriculum focusing on children and families affected by alcohol and other drug abuse. Topics covered include basic drug abuse information, indicators of substance abuse, impact on child mental health treatment, child maltreatment, and intervention strategies. Methamphetamines and its impact on children, families and potentially the workers that provide services to these families will also be covered. Upon completion of this training, participants will be equipped with sufficient knowledge to identify drug involved environments and to provide effective interventions. Participants will also be knowledgeable of appropriate treatment resources and modalities. This curriculum was developed by the NC Family and Children's Resource Program, part of The Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 18 contact hours. This training can be credited toward the 24-hour continuing education component.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This specialized curriculum is targeted to child welfare staff employed in a county DSS who work with children and families affected by alcohol and other drug abuse.

Maximum Number of Participants: 26

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
April 4-6, 2006	Greensboro (RTC)	January 24, 2006	March 14, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545- 9512

IV-E: AN OVERVIEW (300 Series)

IV-E: An Overview is a one-day specialized curriculum focusing on the laws and policies regarding IV-E funding for children in the custody or placement responsibility of County Departments of Social Services. Topics covered include the importance of IV-E funding, court requirements, required court language, documentation, and eligibility and redetermination requirements. Participants will have opportunities to apply their understanding and knowledge about IV-E eligibility through selected vignettes. Given the nature of this one day training event, participants are encouraged to direct case and county specific questions to the agency's Children's Program Representative.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 6 contact hours. This training can be credited toward the 24 hour continuing education component.

Open to: This course is open to staff and supervisors employed in a NC County Department of Social Services in the areas of Income Maintenance, Work First, CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This curriculum is targeted to County DSS staff who are responsible for IV-E eligibility for children.

Maximum Number of Participants: 26

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
March 9, 2006	Charlotte (RTC)	December 30, 2005	February 16, 2006	Bonnie English Charlotte Center

**MODEL APPROACH TO PARTNERSHIPS IN PARENTING
GROUP PREPARATION AND SELECTION
(MAPP/GPS)
(300 Series)**

Model Approach To Partnerships In Parenting-Group Preparation And Selection is an eight-day **train-the-trainer** curriculum designed to train child welfare staff and experienced foster or adoptive parents who serve in the role of trainer of foster and adoptive parent applicants. The curriculum is used as a framework to lead parent applicants towards assessing and learning 12 key abilities, which are necessary for successful foster and/or adoptive parenting. During the eight days social workers will learn how to use the Group Preparation and Selection Program and integrate all of the preparation and selection activities, including: the family profile, partnership and professional development plans, and ten preparation and selection meetings. They will also learn to help prospective foster and adoptive parents and work with them to identify their strengths and needs in relation to fostering and adopting.

The Division has selected this curriculum as the recommended pre-service training curriculum for all foster and adoptive parent applicants. The MAPP/GPS curriculum will form the basis for meeting APA rules requiring all foster parents to receive 30 hours of pre-service training prior to licensure. In addition to meeting the pre-service requirements, MAPP-GPS is an assessment process.

Prerequisite: *Child Welfare in North Carolina* or completion of other pre-service training required based upon date of employment and functional responsibilities (For NCDSS Child Welfare Staff). **Please refer to other staff and foster/adoptive parent qualifications below.**

**QUALIFICATIONS FOR MODEL APPROACH TO PARTNERSHIPS IN PARENTING-GROUP
PREPARATION AND SELECTION (MAPP-GPS)
LEADER CERTIFICATION**

Model Approach to Partnerships in Parenting-Group Preparation and Selection (MAPP GPS) is an eight-day certification curriculum that enables child welfare staff and experienced foster or adoptive parents to serve in the role of trainer of foster and adoptive parent applicants. Because this is a *certification* program, registrations for MAPP-GPS Certification can only be accepted from persons who meet the applicable requirements as outlined below.

Staff Qualifications and Functions

Registrants must be staff of county DSS agencies, Area Mental Health Programs, private child placing agencies licensed by the NC Division of Social Services, or persons (including temporary agency staff) who have a signed contract with a county DSS, Area Mental Health Program, or a child placing agency. They must also have the responsibility for preparing and/or assessing families using the MAPP-GPS program. This will include providing group work services for children and family foster parents, conducting home-finding and assessment studies related to family foster parents, and planning and coordinating the services and resources affecting children and their families. Staff performing these functions must meet the following guidelines:

**MODEL APPROACH TO PARTNERSHIPS IN PARENTING
GROUP PREPARATION AND SELECTION
(MAPP/GPS)
(Continued)**

- ❑ Staff of County DSS and Public Area Mental Health Programs, as well as persons (including temporary agency staff) contracted to work for a County DSS or Area Mental Health Program, must meet the personnel qualifications required by the State Personnel Act.
- ❑ Staff of private child placing agencies licensed by the NC Division of Social Services and persons (including temporary agency staff) contracted to work for a private child placing agency must have either a master's degree in social work or related field of study from a school accredited by the Association of Colleges and Schools or a bachelor's degree in social work or related field and two years experience working directly with foster children.

Foster and Adoptive Parent Leaders

Foster and Adoptive parents who apply for certification must have a minimum of 2 years accumulated experience parenting foster or adoptive children. Please note that unless the foster or adoptive parent is also employed by the agency in a social work capacity and meets the agency staff qualifications outlined in the previous section, he/she must be paired with an agency staff leader who does meet these requirements and who can complete the assessment and selection pieces of the program.

Registration Requirements

Registrations for MAPP-GPS Certification can only be accepted from persons who meet the above applicable requirements for foster parents, adoptive parents, Department of Social Services staff, Area Mental Health Program staff, licensed child placing agency staff (licensed through the N.C. Division of Social Services), and temporary agency staff. A Department or a licensed private child placing agency may contract with a person who meets the above staff requirements to conduct the responsibilities of MAPP-GPS. In this event, the local Department of Social Services or licensed child placing agency should submit the registration form for the person with whom they are contracting along with a letter verifying that this person is under contract and meets the staffing qualifications above.

Contact Hours: 52 contact hours. This training can be credited toward the 24-hour continuing education component.

Recommended for: This curriculum is most appropriate for supervisors, social workers and experienced adoptive and foster parents who will be actively training MAPP-GPS parent groups. Persons attending must have experience and interest in working with groups, as this program requires that they communicate effectively in front of groups as well as with individuals and families. Foster and/or adoptive parents selected by the agency to attend

**MODEL APPROACH TO PARTNERSHIPS IN PARENTING
GROUP PREPARATION AND SELECTION
(MAPP/GPS)
(Continued)**

Leader Certification for MAPP-GPS should be advised of the agency's expectations regarding their initial and ongoing development as MAPP/GPS Leaders. Because of the complexities of the program, parent co-leaders will be more successful if they have had successful experiences working in teamwork with the agency to build partnerships with children and birth parents through the Foster and/or Adoption Programs. In order to maintain newly developed skills it is recommended that newly certified MAPP-GPS Leaders plan to begin their first GPS parent program within two months of their certification.

FULL PARTICIPATION AND ATTENDANCE IN THE EIGHT DAYS IS REQUIRED FOR CERTIFICATION.

Participants should be advised that certification training will require approximately two hours of advanced reading and two hours of assignments each evening of the training. Books are large and heavy. You may wish to bring a tote bag or backpack in which to carry them. Please make arrangements to conduct business during lunch and breaks, as you will be asked to turn off pagers and cell phones during training.

Maximum Number of Participants: 24

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 24-27, 2006 And February 7-10, 2006	Fayetteville (RTC)	November 11, 2005	January 3, 2006	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
January 31-February 3 And February 21-24, 2006	Kinston (RTC)	November 22, 2005	January 10, 2006	
March 14-17, 2006 And March 28-31, 2006	Charlotte (RTC)	January 10, 2006	February 21, 2006	
May 2-5, 2006 And May 16-19, 2006	Asheville (RTC)	February 10, 2006	April 11, 2006	
May 22-25, 2006 And June 6-9, 2006	Greensboro (RTC)	March 13, 2006	May 1, 2006	
June 13-16, 2006 And June 26-29, 2006	Fayetteville (RTC)	April 4, 2006	May 23, 2006	

MAPP/GPS UNITE Advanced Seminar (300 Series)

The MAPP/GPS UNITE Advanced Seminar is a one day training designed to support and update MAPP/GPS leaders. This seminar is a forum for leaders to share best practices, receive train the trainer information, discuss how MAPP fits in with MRS and have the opportunity to network with other MAPP leaders. Topics for the seminar are based on needs expressed by certified MAPP leaders. A Program Consultant/Trainer from the North Carolina Division of Social Services acts as the facilitator of the event.

The MAPP/GPS UNITE Advanced Seminar will enhance the discussion of issues related to the implementation of MAPP/GPS. Topics may include ways to emphasize shared parenting, effective energizers to use in MAPP/GPS, ideas on ways to present sections of the MAPP/GPS curriculum and structured time to hear about further training needs of social workers and foster parents

Certified MAPP-GPS leaders who attend the training will also obtain handouts which will include the activities used during this class. MAPP-GPS leaders will then be able to use these materials for training their foster/adoptive parents and/or other staff in their agency.

Prerequisite: All participants need to be certified MAPP/GPS leaders.

Open To: All Child welfare staff and foster/adoptive parents in public and private agencies who are certified in MAPP/GPS.

Recommended for: MAPP/GPS leaders.

Please register for seminar in your region:

•**Region 2** (Avery, Buncombe, Burke, Cabarrus, Caldwell, Catawba, Cleveland, Lincoln, Mecklenburg, Mitchell, Rutherford and Watauga counties)

•**Region 5** (Durham, Franklin, Granville, Greene, Harnett, Johnston, Lee, Nash, Vance, Wake, Warren, Wilson counties)

•**Region 6** (Bladen, Brunswick, Columbus, Cumberland, Duplin, Hoke, Moore, New Hanover, Pender, Robeson, Sampson, Scotland counties)

Contact Hours: 6 hours. This training can be credited toward the 24 hour continuing education requirement

Maximum Number of Participants: 100

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
April 5, 2006	Caldwell County (DSS)	January 25, 2006	March 15, 2006	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
April 7, 2006	Raleigh	January 27, 2006	March 17, 2006	
May 8, 2006	New Hanover County (DSS)	February 27, 2006	April 17, 2006	

MONEY MATTERS: FOSTER CARE FUNDING BASICS (300 Series)

Money Matters: Foster Care Funding Basics is a two day training session designed for child welfare staff, including Program Administrators, Supervisors, Fiscal and Data Entry Staff. In addition, the training will be open to Child Care Provider Staff. The training will address the various funding streams which support foster care placement and the technical systems which reimburse cost to the different organizations collaborating to provide care to clients.

Participants will address areas of collaboration in the care of clients under the custody of DSS by establishment of agreements between service providers and local county agencies. In addition, the training will provide participants with methods to establish procedures and address funding requirements, problem-solving and correct data entry.

Prerequisites: For NCDSS Child Welfare Staff, Child Welfare in North Carolina or completion of other required pre-service training based on the date of employment and functional responsibilities.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions, individuals or agencies contracting with a County DSS to provide any of the above services, data entry or fiscal staff. This course is also open to child care provider staff of private residential care agencies.

Recommended for: This course is designed for county and provider staff who are involved in the financial aspects of client care: placement of children, authorization of agreements, supervisors, data entry and fiscal staff.

Contact Hours: 11 contact hours-- 1st day 9:00-4:00; 2nd day 8:30-1:30

Maximum Number of Participants: 25

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 5-6, 2006	Charlotte (RTC)	October 27, 2005	December 5, 2005	Bonnie English Charlotte Center
February 9-10, 2006	Asheville (RTC)	December 6, 2005	January 19, 2006	Lou Decker Asheville Center
March 15-16, 2006	Greensboro (RTC)	January 6, 2006	February 22, 2006	Elaine Highsmith Greensboro Center
April 12-13, 2006	Kinston (RTC)	February 1, 2006	May 24, 2006	Betty Williford Kinston Center
May 4-5, 2006	Fayetteville (RTC)	February 22, 2006	April 13, 2006	Amy Campbell Fayetteville Center

RESPONDING TO FAMILIES AND COMMUNITIES IMPACTED BY METHAMPHETAMINE (300 Series)

Responding to Families and Communities Impacted by Methamphetamine is a two-day training designed to improve the ability of child welfare workers to respond when children are in settings where methamphetamine is being abused or manufactured. The training will cover the signs of methamphetamine use and production and the hazards meth poses. The training will review the DSS Drug Endangered Children's policy for the safety of workers and children and explore ways to intervene with these families. It will focus on the responsibilities of child welfare workers as part of the team who must address the consequences of methamphetamine abuse and production in their communities.

NOTE: This course has been revised since it was delivered in the Spring of 2005 as a one day event by the Division and the Jordan Institute for Families. Participants who attended the one day Meth event in the Spring will find that the first day of this training is essentially a repeat of that training. The second day will focus on practice techniques with families. Participants will be expected to attend both days to receive a certificate of completion.

Prerequisite: Child Welfare in North Carolina or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 12 contact hours. This training can be credited toward the required 24 hours continuing education component.

Open to: This course is open to Child Welfare and Work First social workers and supervisors, any other worker who works with families in a NC County Department of Social Services, and individuals or agencies contracting with a county DSS to provide child welfare services. (Child welfare services are defined as CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions.) This training is also open to community members from agencies involved in the response to methamphetamine labs.

Recommended for: Child Welfare and Work First social workers and supervisors in a county Department of Social Services.

Maximum Number of Participants: 26

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 12-13, 2006	Kinston	November 3, 2005	December 29, 2005	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
February 1-2, 2006	Greensboro	November 23, 2005	January 11, 2006	
March 7-8, 2006	Charlotte	December 27, 2005	February 14, 2006	

March 13-14, 2006	Fayetteville	January 2, 2006	February 20, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
April 4-5, 2006	Kinston	January 24, 2006	March 14, 2006	
April 18-19, 2006	Asheville	February 7, 2006	March 28, 2006	
May 30-31, 2006	Charlotte	March 21, 2006	May 9, 2006	
June 15-16, 2006	Greensboro	April 6, 2006	May 25, 2006	

SHARED PARENTING (300 Series)

Shared Parenting is a three day curriculum designed to be foundation training for all child welfare staff. This training explores the philosophy, rationale, and hands on strategies for practicing Shared Parenting in child welfare services. An emphasis is placed on Shared Parenting as a partnership between the agency, birth parents, and foster and adoptive parents. Shared Parenting as a process that involves all child welfare staff is emphasized. The roles that child welfare workers play in developing, encouraging, and facilitating the relationships between the agency, birth families and foster families will be explored in depth. This training will emphasize the importance of agency support of partnerships among birth families and foster (and kinship) families with a focus on Shared Parenting as an essential element of family-centered practice.

Shared Parenting is an interactive course with videos, small and large group activities, and case scenarios that will enhance the discussion of issues related to the implementation of Shared Parenting. Topics under review will include the fears that can accompany Shared Parenting, establishing and maintaining boundaries in shared parenting relationships, effective communication between members of the shared parenting team, and the impact of culture on these relationships. The course is designed to provide staff with practical strategies and information pertinent to their roles in the agency. For example, how to prepare foster parents and birth parents for the first shared parenting meeting, and ways to “share parenting” in addition to face-to-face meetings will be identified. The benefits of shared parenting for children and families in the child welfare system will be highlighted.

Certified MAPP-GPS leaders who attend the training will also obtain a trainer’s manual which will include the activities used during this class. MAPP-GPS leaders will then be able to use these materials for training their foster/adoptive parents and/or other staff in their agency.

This training is based on the Shared Parenting In-service Training Series, developed by the Child Welfare Institute in Atlanta, Georgia. The training has been revised by NC Division of Social Services staff development trainers to reflect the Six Principles of Partnership and the Multiple Response System (MRS) philosophy of child welfare practice in North Carolina.

Prerequisites: *Child Welfare in North Carolina* or completion of other required pre-service training based on employment and functional responsibilities for NCDSS Child Welfare Staff.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. This course is also open to staff of private foster care/adoption agencies licensed by North Carolina. Please note that Shared Parenting and Supporting Partnerships have been merged into one training so there is no requirement for MAPP-GPS certification.

Recommended for: This course is recommended for Child Welfare social workers, supervisors and managers, as well as staff of private child placing agencies, **who have not taken Supporting Partnerships or Shared Parenting (which was previously for Certified MAPP-GPS leaders).**

Contact Hours: 18 hours. This training can be credited toward the 24 hour continuing education requirement.

Maximum Number of Participants: 22

Minimum Number of Participants: 10

FULL PARTICIPATION IN THE THREE DAYS IS REQUIRED FOR CERTIFICATION

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 25-27, 2006	Greensboro (RTC)	November 23, 2005	January 3, 2006	Elaine Highsmith Greensboro Center
February 22-24, 2006	Fayetteville (RTC)	December 12, 2005	February 1, 2006	Amy Campbell Fayetteville Center
March 15-17, 2006	Asheville (RTC)	January 4, 2006	February 22, 2006	Lou Decker Asheville Center
March 29-31, 2006	Kinston (RTC)	January 18, 2006	March 8, 2006	Betty Williford Kinston Center
April 11-13, 2006	Greensboro (RTC)	February 31, 2006	March 21, 2006	Elaine Highsmith Greensboro Center
April 19-21, 2006	Charlotte (RTC)	February 8, 2006	March 29, 2006	Bonnie English Charlotte Center
May 10-12, 2006	Fayetteville (RTC)	March 1, 2006	April 19, 2006	Amy Campbell Fayetteville Center
May 31-June 2, 2006	Asheville (RTC)	March 22, 2006	May 10, 2006	Lou Decker Asheville Center
June 14-16, 2006	Kinston (RTC)	April 5, 2006	May 24, 2006	Betty Williford Kinston Center
June 26-28, 2006	Charlotte (RTC)	April 17, 2006	June 5, 2006	Bonnie English Charlotte Center

STRUCTURED DECISION MAKING ASSESSMENTS IN CHILD WELFARE SERVICES (300 Series)

Structured Decision-Making Assessments in Child Welfare Services is a two-day curriculum focusing on the laws, policies and practice connected with the structured-decision making tools. This curriculum will provide an historical and philosophical overview of structured decision making and its induction into North Carolina child welfare practice. Throughout the course of the two days, participants will have the opportunity to apply a Family Centered Approach in their work with families while completing the structured decision-making tools to include: Safety Assessment, Risk Assessment, Family Strengths and Needs Assessment, Case Decision Summary, Risk Reassessment and Reunification Assessment. Finally, this curriculum will address how Permanency Planning Action Team Meetings, court reviews and other case staffings can be enhanced through the use of a comprehensive assessment necessary for the completion of the structured decision-making assessment tools. This curriculum was developed by the North Carolina Division of Social Services.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 12 contact hours. This training can be credited toward the 24 hours continuing education component.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This curriculum is targeted to child welfare supervisors and social workers in a county DSS who use the Structured Decision Making Tools.

Maximum Number of Participants: 26

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
May 18-19, 2006	Greensboro (RTC)	March 9, 2006	April 27, 2006	Elaine Highsmith Greensboro Center

UNDERSTANDING CHILD MENTAL HEALTH ISSUES (300 SERIES)

Understanding Child Mental Health Issues is a three-day training designed to provide a basic understanding of the childhood mental health problems most commonly seen in child welfare settings. Children in the foster care system have much higher rates of mental health problems than do children in the general population. Participants will learn the causes, symptoms, prognosis, risks, treatments and interventions for pediatric depression, juvenile bipolar disorder, ADD oppositional-defiant and conduct disorder, and post traumatic stress disorder. This curriculum was developed by NC Family and Children's Resource Program, part of The Jordan Institute for Families at UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

Hours: 18 Contact hours-This training can be credited toward the 24 hour continuing education component

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Target Audience: Child Welfare supervisors and social workers, who are employed in a county Department of Social Services.

Maximum Number of Participants: See Below

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 13-15, 2006	Fayetteville (RTC) 50 Maximum	December 5, 2005	January 23, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
May 9-11, 2006	Kinston (RTC) 20 Maximum	February 28, 2006	April 18, 2006	

**UNDERSTANDING THE INTERSTATE PROCESS
IN PLACEMENT OF CHILDREN
(300 Series)**

Understanding the Interstate Process in Placement of Children is a one-day training designed to provide a basic understanding of the requirements to ensure protection and services to children who are placed across state lines for foster care, adoption, and residential placement. Participants will learn the importance of the Interstate Compact and the process and procedures to follow in interstate cases.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities. (NCDSS Child Welfare Staff).

Contract Hours: 6 contact hours. The training can be credited toward required 24 hours of continuing education training.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: The **specialized** curriculum is targeted to child welfare supervisors and social workers who work with children and families in interstate placements.

Maximum Number of Participants: 50 – See Below

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
April 11, 2006	Winston Salem 50 Maximum	January 31, 2006	March 21, 2006	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
May 9, 2006	Asheville (RTC) 20 Maximum	February 28, 2006	April 18, 2006	

UNDERSTANDING AND INTERVENING IN CHILD NEGLECT (300 Series)

Child Neglect is the number one cause of maltreatment fatalities in children, yet for most workers, physical and sexual abuses receive more attention. *Understanding and Intervening in Child Neglect* is a two-training that will help participants understand neglect and poverty, how it affects children and families, and innovative interventions. Participants will review the importance of comprehensive and balanced assessment including the strengths and needs of each family member. Participants will leave with an understanding of how poverty and neglect are linked (but not necessarily the same) and develop skills for working with families who are neglectful. This training encourages participants to recognize the need for various approaches when providing services to families depending on safety and risk levels. This curriculum was developed by NC Family and Children's Resource Program, part of the Jordan Institute for Families at UNC-Chapel Hill School of Social Work.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

Note: This training has recently been revised to reflect Family Centered Practice Principles but it does not duplicate training delivered in Cornerstone III A or B.

Hours: 12 hours.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: Child Welfare supervisors and social workers employed in a County Department of Social Services.

Maximum Number of Participants: 26

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 15-16, 2006	Charlotte (RTC)	December 7, 2005	January 25, 2006	Judy Prophet Jordan Institute for Families Fax: (704) 573-4802 Phone: (704) 545-9512
April 11-12, 2006	Fayetteville (RTC)	January 31, 2006	March 21, 2006	

INTRODUCTION TO SUPERVISION FOR CHILD WELFARE SERVICES (300 Series)

Introduction to Supervision for Child Welfare Services is designed to address the needs of new supervisors. Supervisors in North Carolina provided input into the design and delivery of this competency based curriculum. Supervisors who are moving from direct service to management have particular challenges with transitioning into a new position and being in a teaching role with workers in their unit.

This nine day, competency based training will focus on frameworks for building individual and group skills. Rather than being information focused, this training will be taught in a learner centered format to strengthen and enhance the skills of participants. Participants will be required to engage in self-evaluation in terms of their learning styles as well as attitudes and values that influence them as supervisors. The training will work with new supervisors to understand their role within the agency, their strengths as a supervisor, and ways to manage change. This format emphasizes assessing worker skills; using individual development plans for workers and providing feedback prior to the formal evaluation process. Participants will leave this training with concrete tools to use as they interact with staff and supervisors. This training was developed by Resources for Change, Inc.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

Contact Hours: 54 contact hours. This training meets the 54 hour supervisory training component.

Open to: This course is open to child welfare supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is mandatory for Child Welfare Supervisors in a County DSS within the first year of assuming supervisory responsibilities. Therefore, the course is recommended for child welfare supervisors with less than one year of experience.

Maximum Number of Participants: 20

Minimum Number of Participants: 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 21-23, 2006 March 21-23, 2006 April 19-21, 2006	Greensboro (RTC)	December 13, 2005	January 31, 2006	Elaine Highsmith Greensboro Center

MRS Training at a Glance

Required

Course	Description	Who Is Eligible
1. Cornerstone 3A: Partners in Change, A New Perspective on Child Protective Services	Teaches prospective family assessment workers to successfully apply the principles of partnership in a new approach to child protection.	Required for DSS staff and their supervisors who will be conducting or involved in family assessments
2. MRS Policy Training	Provides detailed summary of current MRS policy.	Required for all DSS staff and supervisors who will be involved in MRS.

Recommended

Course	Description	Who Is Eligible
3. Cornerstone 1: MRS Is System Reform	Helps child welfare agencies and their communities begin the process of implementation.	DSS employees and their community partners in prospective MRS counties
4. Cornerstone 2: What's Good for Families Is Good for Workers	Supervisors learn to apply family-centered principles to their work with staff.	Child Welfare and Work First program administrators/program managers and supervisors
5. Cornerstone 3B: Partners in Change: An Introduction to Family-Centered Practice	Prepares DSS employees who are not family assessors to implement the other strategies of MRS.	Workers and supervisors involved in intake, investigative assessments, case planning/management, foster care placement and licensing, adoption, Work First, and FPS
6. Cornerstone 4: Working With Others, Working with Outcomes	Learn to enhance collaboration and use data to improve outcomes for families and children.	Child Welfare and Work First program administrators/program managers and supervisors
7. Child Forensic Interviewing	Learn legally defensible, developmentally appropriate interviewing of the alleged child victim in investigative assessments of child abuse.	Child welfare workers and supervisors involved in the investigative assessments. Supervisors strongly encouraged to attend with their staff
8. Setting the Stage for Child and Family Teams: An Agency & Community Orientation	Learn what a Child and Family Team is, how it can be used, when you should have one, and what your role will be as a participant.	DSS staff and invited community partners likely to be involved in Child and Family teams and other family-centered meetings
9. Caution: Family Meeting Ahead! A Guide for Social Workers Attending Child and Family Teams	Learn to prepare for Child and Family Teams and other family-centered meetings, ensuring participant safety, and achieve "buy-in" from family and community members.	Child welfare and Work First staff who will attend CFTs and other family-centered meetings Teams.
10. Anchors Away! How to Navigate Child and Family Teams: The Role of the Facilitator	Learn to effectively facilitate Child and Family Teams and other family-centered meetings.	Child welfare and Work First staff and community partners designated to facilitate CFTs and other family-centered meetings
11. The ABC's of Including Children in Child and Family Teams	Learn to prepare children for family meetings, make sure their voices are heard, and ensure their safe participation.	Workers, supervisors, program managers, administrators, facilitators, and community partners involved with CFTs and other family-centered meetings
12. Widening the Circle: Child and Family Teams and Safety Considerations	Learn to hold safe, inclusive Child and Family Teams and other family-centered meetings even when families have a past history of violence, substance abuse issues, mental health histories, or developmental disabilities.	DSS staff and invited community partners likely to be involved in CFTs and other family-centered meetings
13. Shared Parenting	Learn the whys and hows of promoting shared parenting between birth and foster families to promote child safety,	Child welfare workers and supervisors who work

	permanency, and well-being	with birth and foster families.
--	----------------------------	---------------------------------

For course times or to register, visit the NC Social Services Professional Development Site <http://www.ncswtrain.org>

**CORNERSTONE IIIA:
PARTNERS IN CHANGE – A NEW PERSPECTIVE ON CHILD PROTECTIVE
SERVICES**

This 3-day workshop provides foundation training for **CPS Family Assessment Workers, Investigative Assessment Workers**, and supervisors who will be implementing the Multiple Response System (MRS). This training is built on the belief that the most effective way to protect children is to strengthen their families, and the most effective way to strengthen families is through solution-focused partnerships with helping professionals. It also recognizes that the very nature of child protection practice presents many barriers to partnership with families. This workshop is based on six principles necessary for family-centered partnerships, with an emphasis on their use in CPS practice.

Day One begins with an opportunity for participants to use two solution-focused tools to assess and set goals for their implementation of MRS. These tools become the first additions to a "toolbox" that is built throughout the training and put to use with an actual case at its conclusion. The day continues with an examination of the foundation and structure of MRS and an exploration of what clients really need from their workers. Day One concludes with an exercise that helps participants gain insight into their clients' experience of CPS and motivation to work in partnership with families.

Day Two provides an in-depth look at each of the six principles of partnership: 1.) Everyone desires respect, 2.) Everyone needs to be heard, 3.) Everyone has strengths, 4.) Judgments can wait, 5.) Partners share power, 6.) Partnership is a process. The presentation of each principle includes demonstration and/or skills practice, often with actual cases, as well as additional tools for the "toolbox."

Day Three provides an opportunity for each participant to make the principles their own as they use their "toolbox" with an actual family assessment case. Practice experiences include: Writing Your Spiel (explaining MRS to clients), Initial Phone Contact, Knock on the Door, and Discovery and Beyond (setting goals and finding solutions). The workshop concludes with a look the benefits and outcomes of MRS in other states as well as in North Carolina.

This training was developed by Appalachian Family Innovations, Appalachian State University.

Prerequisites: *Child Welfare in North Carolina* or completion of other required pre-service training based on employment and functional responsibilities for NCDSS Child Welfare Staff.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: **CPS Family Assessment and Investigative Assessment Workers** and their supervisors. This training is required prior to workers beginning the Family Assessment approach.

**CORNERSTONE IIIA:
PARTNERS IN CHANGE – A NEW PERSPECTIVE ON CHILD PROTECTIVE
SERVICES
(continued)**

***Note:** Workers who will be keeping the case for the life of the case (conducting the assessment as well as providing Case Planning/Case Management services) should attend Cornerstone IIIA. Workers do not need to attend both Cornerstone IIIA & B.

Contact Hours: 18 contact hours. This training can be credited toward the 24-hour continuing education component.

Maximum Number of Participants: 24

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opening Date	Registration Closing Date	Registration Coordinator
January 9-11, 2006	Fayetteville (RTC)	November 14, 2005	December 16, 2005	Donna Walters –Pearson Appalachian Family Innovations
January 23-25, 2006	Kinston (RTC)	November 14, 2005	December 16, 2005	Judy Prophet Jordan Institute for Families
January 24-26, 2006	Albemarle	November 28, 2005	December 30, 2005	Donna Walters –Pearson Appalachian Family Innovations
January 31- February 2, 2006	Durham	December 5, 2005	January 6, 2006	Donna Walters –Pearson Appalachian Family Innovations
February 1-3, 2006	Pitt County (Location TBD)	November 23, 2005	January 11, 2006	Judy Prophet Jordan Institute for Families
February 14- 16, 2006	Wilmington	December 19, 2005	January 20, 2006	Donna Walters –Pearson Appalachian Family Innovations for Families
February 28- March 2, 2006	Marion	January 2, 2006	February 3, 2006	Donna Walters –Pearson Appalachian Family Innovations
March 1-3, 2006	Onslow County (Location TBD)	December 21, 2005	February 8, 2006	Judy Prophet Jordan Institute for Families
March 8-10, 2006	Fayetteville (RTC)	January 9, 2006	February 10, 2006	Donna Walters-Pearson Appalachian Family Innovations
April 4-6, 2006	Statesville	February 6, 2006	March 10, 2006	Donna Walters –Pearson Appalachian Family Innovations
April 17-19, 2006	Greensboro (RTC)	February 6, 2006	March 27, 2006	Judy Prophet Jordan Institute for Families

May 15-17, 2006	Fayetteville (RTC)	March 20, 2006	April 21, 2006	Donna Walters –Pearson Appalachian Family Innovations
May 15-17, 2006	Dare County (DSS)	March 20, 2006	April 24, 2006	Judy Prophet Jordan Institute for Families
June 13-15, 2006	Concord	April 17, 2006	May 19, 2006	Donna Walters –Pearson Appalachian Family Innovations

**CORNERSTONE II:
WHAT IS GOOD FOR FAMILIES IS GOOD FOR WORKERS: A TRAINING FOR
CHILD WELFARE SUPERVISORS
(300 Series)**

What is Good for Families is Good for Workers: A Training for Child Welfare Supervisors is a four-day skills-based training session that explores the relationship between parallel process, the supervisor's role as coach, and family-centered practice. Underlying this course is the belief that if a supervisor behaviorally embraces the principles of family-centered practice, he or she will provide worker-centered supervision, thereby modeling effective work with families. Participants will be provided the opportunity to explore the six principles of partnership to include: everyone desires respect, everyone needs to be heard, everyone has strengths, judgments can wait, partners share power and partnership is a process. This training will include learning the solution-focused skills of scaling, miracle and exception questions in supervisors' work with social workers.

This training is offered in two separate two-day sessions. Session One will primarily focus on the knowledge and skill associated with principles one-three and Session Two will focus on principles four-six. At the conclusion of each two-day session, administrators and supervisors are provided with the opportunity to complete an application plan that identifies specific skills and strategies they will practice in the agency. Given the design of this curriculum, participants must commit to attend all four days in a particular location. As each day is built upon the foundation created the previous day, if one day is missed of a two-day session, the participant must repeat both days of the session. This curriculum was developed by Resources for Change, Inc.

Prerequisite: None

Contact Hours: 24 contact hours. This training can be credited toward the 24-hour continuing education component.

Open to: This course is open to Work First and Child Welfare supervisors and program managers/administrators employed in a NC County Department of Social Services or supervisors in agencies contracting with a County DSS to provide child welfare services. Child Welfare Services are defined as CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This curriculum is targeted to Child Welfare and Work First program administrators/program managers and supervisors employed in a county Department of Social Services.

Maximum Number of Participants: 24

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
March 8-9, 2006 And April 3-4, 2006	Greensboro (RTC)	January 9, 2006	February 10, 2006	Donna Walters – Pearson

April 24-25, 2006 And June 5-6, 2006	Kinston (RTC)	February 27, 2006	March 31, 2006	Appalachian Family Innovations Fax (828) 430-8762 Phone: (828) 433-7187
--	--------------------------	----------------------	----------------	--

CORNERSTONE III B: PARTNERS IN CHANGE – AN INTRODUCTION TO FAMILY-CENTERED PRACTICE

This 3-day workshop provides foundation training in family-centered practice for **Intake, Case planning/management, Foster care Placement and Licensing, Adoption, Work First, and Family Preservation workers and their supervisors**. This training is built on the belief that the most effective way to protect children is to strengthen their families, and the most effective way to strengthen families is through solution-focused partnerships with helping professionals. This workshop is based on six principles necessary for family-centered partnerships.

Day One begins with an opportunity for participants to use two solution-focused tools to assess and set goals for their practice. These tools become the first additions to a "toolbox" that is built throughout the training and put to use with an actual case at its conclusion. The day continues with an introduction to the Multiple Response System and its seven core strategies and an exploration of what clients really need from their workers. Day One concludes with an exercise that helps participants gain insight into their clients' experience with the system and motivation to work in partnership with families.

Day Two provides an in-depth look at each of the six principles of partnership: 1.) Everyone desires respect, 2.) Everyone needs to be heard, 3.) Everyone has strengths, 4.) Judgments can wait, 5.) Partners share power, 6.) Partnership is a process. The presentation of each principle includes demonstration and/or skills practice, often with actual cases, as well as additional tools for the "toolbox."

Day Three provides an opportunity for each participant to make the principles their own through a series of skills practices. The day begins with practice of a variety of solution-focused tools. Next, participants put the principles of partnership into practice with an actual case. The workshop concludes with a look at how the principles can be applied to collaboration.

This training was developed by Appalachian Family Innovations, Appalachian State University.

Prerequisites: *Child Welfare in North Carolina* or completion of other required pre-service training based on employment and functional responsibilities for NCDSS Child Welfare Staff.

Open to: This course is open to Work First, Family Preservation, and Child Welfare social workers and supervisors employed in a NC County Department of Social Services or individuals or agencies contracting with a County DSS to provide family preservation services or child welfare services. Child Welfare Services are defined as CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**CORNERSTONE III B:
PARTNERS IN CHANGE – AN INTRODUCTION TO FAMILY-CENTERED
PRACTICE
(continued)**

Recommended for: This course is designed for CPS Intake, Case planning/management, Child Placement, Foster Care Licensing, Adoption, Work First, and Family Preservation workers and their supervisors.

***Note:** Workers who will be keeping the case for the life of the case (conducting the assessment as well as providing Case Planning/Case Management services) should attend Cornerstone IIIA. Workers do not need to attend both Cornerstone IIIA & B.

Contact Hours: 18 contact hours. This training can be credited toward the 24-hour continuing education component.

Maximum Number of Participants: 24

Minimum Number of Participants: 10

Dates	Location	Registration Opening Date	Registration Closing Date	Registration Coordinator
January 10-12, 2006	Greensboro	November 14, 2005	December 16, 2005	Donna Walters –Pearson Appalachian Family Innovations
February 6-8, 2006	Dare County (DSS)	November 28, 2005	January 16, 2006	Judy Prophet Jordan Institute for Families
March 14-16, 2006	Albemarle	January 16, 2006	February 17, 2006	Donna Walters –Pearson Appalachian Family Innovations
March 20-22, 2006	Kinston (RTC)	January 9, 2006	February 20, 2006	Judy Prophet Jordan Institute for Families
March 21-23, 2006	Wilmington	January 23, 2006	February 27, 2006	Donna Walters –Pearson Appalachian Family Innovations
April 4-6, 2006	Durham (DSS)	February 6, 2006	March 10, 2006	Donna Walters –Pearson Appalachian Family Innovations
May 3-5, 2006	Onslow County (Location TBD)	February 22, 2006	April 12, 2006	Judy Prophet Jordan Institute for Families
May 17-19, 2006	Pitt County (Location TBD)	March 22, 2006	April 26, 2006	Judy Prophet Jordan Institute for Families

May 23-25, 2006	Marion	March 27, 2006	April 28, 2006	Donna Walters –Pearson Appalachian Family Innovations
May 30-June 1, 2006	Statesville	April 3, 2006	May 5, 2006	Donna Walters –Pearson Appalachian Family Innovations
June 12-14, 2006	Greensboro (RTC)	April 3, 2006	May 22, 2006	Judy Prophet Jordan Institute for Families

**CORNERSTONE IV PILOT:
SUPERVISORS WORKING WITH OTHERS, AND WORKING WITH OUTCOMES**

Cornerstone IV: Supervisors Working with Others, and Working with Outcomes is a four-day curriculum that will be piloted during the 2005-2006 training year. This curriculum will provide supervisors with the skills necessary to collaborate across program lines both within the agency and with the larger community, and to partner with the family in a collaborative change process. The curriculum also will provide supervisors with skills in constructing and participating in a process and outcome oriented system. Supervisors will learn how to analyze family data, and, using that data, how to measure progress toward successful outcomes, and how to articulate those successes to their various stakeholders. An outcome oriented supervisory feedback system will provide staff and agency management with continuous information on the family outcomes of safety, permanence and well being. They will identify where they are being successful, and where they need to adapt and improve their approaches. *Cornerstone IV* is being developed by the NC Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work

Prerequisite: no prerequisite training is required

Contact hours: 24 hours

Open to: Supervisors in NC County Departments of Social Services, including Child Welfare, Work First, Income Maintenance, Child Support, Data Management, etc.

Recommended for: Teams of supervisors from county DSS agencies are being identified to participate in the pilot events.

Maximum Number of Participants: 22

Minimum Number of Participants: 10

Locations: To be announced

THIS TRAINING WILL BE PILOTED DURING THE 2005-2006 TRAINING YEAR WITH COUNTY DSS TEAMS OF SUPERVISORS. DSS DIRECTORS OR SUPERVISORS WHO ARE INTERESTED IN MORE INFORMATION ABOUT THE PILOT EVENTS PLEASE CONTACT TERESA TURNER AT THE DIVISION OF SOCIAL SERVICES AT (919) 733-7672 OR GARY NELSON AT THE JORDAN INSTITUTE FOR FAMILIES AT (919) 962-4370.

THE CURRICULUM WILL BE OFFERED AS A 300 SERIES COURSE FOR ALL SUPERVISORS AFTER JULY 1, 2006.

CHILD FORENSIC INTERVIEWING (300 series)

Child Forensic Interviewing is a four-day specialized curriculum designed to provide a foundation in a legally defensible, developmentally appropriate interviewing of the alleged child victim in investigative assessments of child abuse. The training is designed for child protective service workers and their immediate supervisors. Topics covered include the importance of safety, developing and maintaining rapport, appropriate questioning, and interviewing the avoidant child. The course will emphasize small group exercises and role-plays to practice a semi-structured interview approach. A major component of the course is the optional opportunity for each participant to receive direct, individual feedback on an actual interview after completion of the course. This curriculum was developed by the Program on Childhood Trauma and Maltreatment in the UNC-CH Department of Psychiatry.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: This course is designed for supervisors and child welfare social workers who are involved in the investigative assessments of reports of alleged maltreatment in children and adolescents. To maximize the benefit of the training, supervisors of the participating investigative workers are strongly encouraged to attend.

Contact Hours: 24 contact hours. After completion of the course, participants have the option of submitting a written transcript of an actual interview with a child for review by the trainers. Written, specific feedback on the interview, as well as the opportunity for a phone conference for more detailed discussion, will be provided. Submission of the written transcript is not a requirement for course credit.

Maximum Number of Participants: 24

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 14-17	Kinston (RTC)	December 13, 2005	January 24, 2006	Clarence Lamb NC Division of Social Services Phone: (919) 733-7672 Fax: (919) 733-9204
March 21-24	Fayetteville (RTC)	January 10, 2006	February 28, 2006	
April 25-28	Charlotte (RTC)	February 14, 2006	April 4, 2006	

May 16-19	Asheville (RTC)	March 7, 2006	April 25, 2006	Clarence Lamb NC Division of Social Services Phone: (919) 733-7672 Fax: (919) 733-9204
June 6-9	Greensboro (RTC)	March 28, 2006	May 16, 2006	

CHILD FORENSIC INTERVIEWING FOR SUPERVISORS (300 Series)

Child Forensic Interviewing for Supervisors is a one day course designed to enhance the skills of supervisors in providing useful and constructive feedback to CPS workers on their interviews of child victims of alleged maltreatment. The class will include a brief overview of the five-day course, Child Forensic Interviewing, to highlight the essentials of child forensic interviewing. The class will focus on identification of strengths and weaknesses in interviews and will provide opportunities for participants to practice critiquing a number of interview transcripts that will be provided. As preparation for the course, participants will be sent a written interview transcript for their practice review prior to the course date. This curriculum was developed by the Program on Childhood Trauma and Maltreatment in the UNC-Chapel Hill Department of Psychiatry.

Prerequisite: *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

Contact Hours: 6

Open to: This course is open to child welfare supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: Child Welfare Supervisors employed in a county Department of Social Services who supervise workers conducting CPS investigative assessments.

Maximum Number of Participants: 24

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
March 3, 2006	Kinston (RTC)	December 30, 2005	February 10, 2006	Clarence Lamb NC Division of Social Services Fax: (919) 733-9204 Phone: (919) 733-7672
April 10, 2006	Greensboro (RTC)	January 30, 2006	March 20, 2006	
May 8, 2006	Charlotte (RTC)	March 20, 2006	April 17, 2006	

**SETTING THE STAGE FOR CHILD AND FAMILY TEAMS: AN AGENCY AND
COMMUNITY ORIENTATION
(300 Series)**

This one-day interactive orientation training is focused on the use of family-centered meetings as part of service delivery within the North Carolina Multiple Response System. Participants will learn the philosophies and benefits of convening meetings that include family, extended family, friends, service providers, and community members in order to make plans and decisions that promote child and family safety and well-being. Using a variety of lively materials and exercises, participants will learn what a family-centered meeting is, how it can be used, when you should have one, and what their role will be as a participants in the meetings. Attention will be given to understanding the role of preparation by social workers, the distinction between participant and facilitator roles, and participant responsibilities at Family Centered Meetings. *Setting the Stage for Family-Centered Meetings: An Agency and Community Orientation* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

Prerequisite: None.

Open to: Child Welfare and Work First social workers and supervisors, other County DSS staff, as well as staff from other agencies in the community.

Recommended for: County employees, partnering agencies, service providers, law enforcement, school personnel, and anyone likely to be involved in family-centered meetings.

Contact Hours: 6 contact hours.

Maximum Number of Participants: 26

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 4, 2006	Raleigh	October 26, 2005	December 14, 2005	Ashley Duncan
January 4, 2006	Elizabeth City	October 26, 2005	December 14, 2005	Ashley Duncan
January 17, 2006	Wilmington	November 8, 2005	December 27, 2005	Ashley Duncan
January 17, 2006	Charlotte	November 8, 2005	December 27, 2005	Ashley Duncan
January 18, 2006	Hillsborough	November 9, 2005	December 28, 2005	Ashley Duncan
February 7, 2006	Fayetteville	November 29, 2005	January 17, 2006	Ashley Duncan
February 7, 2006	Henderson	November 29, 2005	January 17, 2006	Ashley Duncan

February 7, 2006	Winston Salem	November 29, 2005	January 17, 2006	Ashley Duncan
February 15, 2006	Louisburg	December 7, 2005	January 25, 2006	Ashley Duncan
February 16, 2006	Pittsboro	December 8, 2005	January 26, 2006	Ashley Duncan
February 21, 2006	Burlington	December 13, 2005	January 31, 2006	Ashley Duncan
March 1, 2006	Asheville	December 21, 2005	February 8, 2006	Ashley Duncan
March 7, 2006	Beaufort	December 27, 2005	February 14, 2006	Ashley Duncan
March 17, 2006	Wilmington	January 6, 2006	February 24, 2006	Ashley Duncan
April 5, 2006	Raleigh	January 25, 2006	March 15, 2006	Ashley Duncan
April 6, 2006	Manteo	January 26, 2006	March 16, 2006	Ashley Duncan
April 25, 2006	Hillsborough	February 14, 2006	April 4, 2006	Ashley Duncan
May 3, 2006	Lenoir (Town of)	February 22, 2006	April 12, 2006	Ashley Duncan
May 9, 2006	Fayetteville	February 28, 2006	April 18, 2006	Ashley Duncan
May 11, 2006	Charlotte	March 2, 2006	April 20, 2006	Ashley Duncan
May 18, 2006	Wilson	March 9, 2006	April 27, 2006	Ashley Duncan
June 13, 2006	Asheville	April 4, 2006	May 23, 2006	Ashley Duncan

**CAUTION: FAMILY MEETING AHEAD! A GUIDE FOR SOCIAL WORKERS
ATTENDING CHILD AND FAMILY TEAMS
(300 Series)**

Caution: Family Meeting Ahead! A Guide for Social Workers Attending Family Meetings is a one-day training event offered to child welfare staff in agencies participating in the Multiple Response System. Participants who attend this training will leave with an understanding of their role in the process of conducting Child and Family Teams, Shared Parenting Meetings, and other forms of family-centered meetings. Participants will gain tools, skills, and knowledge in preparing for the meeting, ensuring participant safety, and achieving “buy-in” from family and community members. *Caution: Family Meeting Ahead!* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

Prerequisite: completion of: *Setting the State for Family-Centered Meetings: An Agency and Community Orientation*.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

Recommended for: Child welfare social workers and staff who are likely to attend Child and Family Team Meetings, Shared Parenting Meetings, and other forms of family meetings.

Contact Hours: 6 contact hours.

Maximum Number of Participants: 20

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 5, 2006	Raleigh	October 28, 2005	December 16, 2005	Ashley Duncan
January 5, 2006	Elizabeth City	October 28, 2005	December 16, 2005	Ashley Duncan
January 18, 2006	Wilmington	November 9, 2005	December 28, 2005	Ashley Duncan
January 18, 2006	Charlotte (RTC)	November 9, 2005	December 28, 2005	Ashley Duncan
January 19, 2006	Hillsborough	November 10, 2005	December 29, 2005	Ashley Duncan
February 8, 2006	Fayetteville	November 30, 2005	January 18, 2006	Ashley Duncan

February 8, 2006	Henderson	November 30, 2005	January 18, 2006	Ashley Duncan
February 8, 2006	Winston Salem	November 30, 2005	January 18, 2006	Ashley Duncan
February 16, 2006	Louisburg	December 8, 2005	January 26, 2006	Ashley Duncan
February 17, 2006	Pittsboro	December 9, 2005	January 27, 2006	Ashley Duncan
February 22, 2006	Burlington	December 14, 2005	February 1, 2006	Ashley Duncan
March 2, 2006	Asheville	December 22, 2005	February 9, 2006	Ashley Duncan
March 8, 2006	Beaufort	December 28, 2005	February 15, 2006	Ashley Duncan
April 6, 2006	Raleigh	January 26, 2006	March 16, 2006	Ashley Duncan
April 7,, 2006	Manteo	January 27, 2006	March 17, 2006	Ashley Duncan
April 26, 2006	Hillsborough	February 15, 2006	April 5, 2006	Ashley Duncan
May 4, 2006	Lenoir (town of)	February 23, 2006	April 13, 2006	Ashley Duncan
May 10, 2006	Fayetteville	March 1, 2006	April 19, 2006	Ashley Duncan
May 12, 2006	Charlotte (RTC)	March 3, 2006	April 21, 2006	Ashley Duncan
June 14, 2006	Asheville (RTC)	April 5, 2006	Mary 24, 2006	Ashley Duncan

ANCHORS AWAY! HOW TO NAVIGATE CHILD AND FAMILY TEAMS: THE ROLE OF THE FACILITATOR

(300 Series)

This four-day learning event is an intensive skills building opportunity for those who will be facilitating family-centered meetings as part of the MRS initiative. Participants will learn how to effectively facilitate family meetings by first understanding how this role is different than traditional social worker roles and conducting their own self-assessment of their inherent facilitation skills. Strategies will be presented for partnering with the case-carrying social worker, creating an environment of physical and emotional safety, encouraging effective communication amongst meeting participants, managing conflict and denial, and working with children at the meetings. We will explore the various features of family-centered meetings and how to use these features according to the family's culture and situation. The highlight of the training is a "mock" meeting in which participants will be able to experience the process themselves. This is a fun, engaging, and provocative skills-building experience, and full attendance for all four days is required. Participants will leave this training with a personal action plan that will include opportunities for ongoing learning. *Anchors Away! How to Navigate Family Meetings: The Role of the Facilitator* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

Prerequisite: completion of: *Setting the State for Family-Centered Meetings: An Agency and Community Orientation*.

Open to: This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.) This course is also open to individuals or agencies contracting to provide facilitation services for the County DSS.

Recommended for: Child welfare social workers and staff who will facilitate Child and Family Team Meetings, Shared Parenting Meetings, and other forms of family meetings.

Contact Hours: 24 contact hours.

Maximum Number of Participants: 20

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 24-25, 2006 And January 31-February 1, 2006	Durham	November 15, 2005	January 3, 2006	Ashley With Duncan

February 20-23, 2006	Lexington	December 12, 2005	January 30, 2006	Ashley Duncan
February 22-23, 2006 And March 1, 2006	Greenville	December 14, 2005	February 1, 2006	Ashley Duncan
March 14-17, 2006	Burlington	January 3, 2006	February 21, 2006	Ashley Duncan
March 22-23, 2006 And March 29-30, 2006	Charlotte	January 11, 2006	March 1, 2006	Ashley Duncan
April 10-13, 2006	Asheville (RTC)	January 31, 2006	March 21, 2006	Ashley Duncan
April 25-28, 2006	Wilmington	February 14, 2006	April 4, 2006	Ashley Duncan
May 22,23,29,30	Gastonia	March 13, 2006	May 1, 2006	Ashley Duncan
May 23-26, 2006	Elizabeth City	March 14, 2006	May 2, 2006	Ashley Duncan
June 14-15, 2006 And June 21-22, 2006	Raleigh	April 5, 2006	May 24, 2006	Ashley Duncan
June 20-23, 2006	Asheville (RTC)	April 11, 2006	May 20, 2006	Ashley Duncan

THE ABC's OF INCLUDING CHILDREN IN CHILD AND FAMILY TEAMS (300 Series)

Although the primary function of child welfare services is the protection and care of children, all too often the children themselves are left out of the planning and decision-making that affects them. Working in partnership with children and families is a central philosophy of the North Carolina Multiple Response System. Therefore, it is not a question of WHETHER children should be involved in family-centered meetings, but rather a question of HOW. Using a wide range of activities and materials, this one-day skills-building event will help participants utilize strategies for preparing children for family meetings, making sure their voices are heard, and ensuring their safe participation. *The ABCs of Including Children in Family-Centered Meetings* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

Prerequisite: completion of: *Setting the State for Family-Centered Meetings: An Agency and Community Orientation* **AND** *Caution: Family Meeting Ahead! A Guide for Social Workers Attending Family-Centered Meetings*.

Open to: Child Welfare and Work First social workers and supervisors, other County DSS staff, as well as staff from other agencies in the community.

Recommended for: Child Welfare and Work First Social workers, facilitators, and community partners involved with family-centered meetings.

Contact Hours: 6 contact hours.

Maximum Number of Participants: 20

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 6, 2006	Raleigh	October 28, 2005	December 16, 2005	Ashley Duncan
January 6, 2006	Elizabeth City	October 28, 2005	December 16, 2005	Ashley Duncan
January 19, 2006	Wilmington	November 10, 2005	December 29, 2005	Ashley Duncan
January 19, 2006	Charlotte	November 10, 2005	December 29, 2005	Ashley Duncan
February 9, 2006	Fayetteville	December 1, 2005	January 19, 2006	Ashley Duncan
February 20, 2006	Pittsboro	December 12, 2005	January 30, 2006	Ashley Duncan
March 3, 2006	Asheville	December 23, 2005	February 10, 2006	Ashley Duncan
March 9, 2006	Beaufort	December 29, 2005	February 16, 2006	Ashley Duncan
March 29, 2006	Greensboro	January 18, 2006	March 8, 2006	Ashley Duncan

April 7, 2006	Raleigh	January 27, 2006	March 17, 2006	Ashley Duncan
May 24, 2006	Nashville	March 15, 2006	May 3, 2006	Ashley Duncan
June 30, 2006	Wilmington	April 21, 2006	June 9, 2006	Ashley Duncan
June 30, 2006	Asheboro	April 21, 2006	June 9, 2006	Ashley Duncan

**WIDENING THE CIRCLE: CHILD AND FAMILY TEAMS AND SAFETY
CONSIDERATIONS
(300 Series)**

This two-day advanced training provides strategies for fostering safe and effective participation at family-centered meetings. The first day is devoted to family-centered meetings when there is current or past family violence. The second day provides strategies for including family members with alcohol and other drugs addictions, mental health histories, and developmental disabilities within a family-centered meeting. Attention is devoted to meeting preparations and facilitation and to ways in which the agency can offer a supportive context for carrying out these meetings. “Widening the circle” from the nuclear family to a network of informal and formal supports is set forth as the means of safeguarding child and adult family members. Exercises are used to develop competencies in four strategies for safe and effective participation: cultural safety, community partnerships, family leadership, and inclusive planning. Attention is given to developing the participant’s ability to recognize and transfer the appropriate ethical principle to the specific situation. The training is intended to prepare family-centered-meetings facilitators, referring workers, and supervisors of referring workers for holding family-centered meetings with serious safety issues. *Widening the Circle* is developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

Prerequisite: Setting the Stage for Family-Centered Meetings: An Agency and Community Orientation; **and** Caution: Family meeting Ahead! A Guide for Social Workers Attending Family-Centered Meetings **or** Anchors Away! How to Navigate Family Meetings: The Role of the Facilitator.

Open to: Child Welfare and Work First social workers and supervisors, other County DSS staff, as well as staff from other agencies in the community.

Recommended for: County employees, partnering agencies, service providers, law enforcement, school personnel, and anyone likely to be involved in family-centered meetings.

Contact Hours: 12 contact hours.

Maximum Number of Participants: 20

Minimum Number of Participants: 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 31- February 1, 2006	Sanford	November 22, 2005	January 10, 2006	Ashley Duncan
March 23- 24, 2006	Raleigh	January 12, 2006	March 2, 2006	Ashley Duncan
May 11- 12, 2006	Elizabeth City	March 2, 2006	April 20, 2006	Ashley Duncan

TECHNICAL ASSISTANCE and LEARNING SUPPORT (TALS)

Technical Assistance and Learning Support (TALS) is a unique and growing component of our training program that is specifically designed to help support your in-class learning, as well as to provide additional learning opportunities and assistance in implementing Child and Family Teams. It is comprised of two separate sections: Technical Assistance, and Learning Support. TALS is developed and provided by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

Technical Assistance – These activities are generally utilized to support your in-classroom learning.

- Facilitator Forums
- Coaching in critical areas like preparation, safety, including children, and more (by phone or in-person)
- Debriefing your meetings with an emphasis on facilitation
- Implementation assistance or guidance

Learning Support – Activities to assist you in developing a training plan and acquainting your agency with the benefits of Child & Family Teams.

- Needs assessment planning meetings
- Presentations or mini-workshops
- Assistance in developing a training plan
- Understanding the learning system

Prerequisite: Completion of *Setting the Stage for Child and Family Teams: An Agency and Community Orientation* is the preferred prerequisite to access most TALS services.

Open to: All employees of Department of Social Service (DSS) agencies, including those human service agencies who are in partnership with DSS, are eligible for TALS services. There is NO FEE for these uniquely tailored services!

Recommended for: County DSS agency staff who wish to receive technical assistance and support in the implementation of Child and Family Team meetings, including CFT facilitators and staff of community agencies participating in Child and Family Team meetings.

To discuss possibilities or request services: Contact Cherie L. Spehar, Training Coordinator, at Cherie_Spehar@bellsouth.net. You may also complete a request form when attending a formal Family Centered Meeting Training, or call (919) 367-8394.

Independent Living Resources, Inc.
411 Andrews Rd, Suite 230
Durham, NC 27705
(919) 384-1457 or (800) 820-0001
Fax (919) 384-0338
e-mail: nancy.carter@ilrinc.com

Training Registration Information

Guidelines for registration:

1. Use the registration form in this section and send to the identified workshop coordinator.
2. Please print or type the information.
3. Certificates will be distributed at the training workshop.
4. A confirmation letter with directions to the training site will be sent to the registered participant within two weeks of the training.
5. Residency workshops are limited in number of participants. Participants will receive a confirmation letter or waiting list letter after the closing date for the identified seminar.
6. All questions pertaining to any workshop should be made directly to Nancy Carter, ILR, Inc. program coordinator 800-820-0001.
7. In the event that a participant is unable to attend the workshop, a co-worker may be sent in their absence or please call Nancy Carter at the above number.
8. All training events are offered at no cost – free.
9. It is requested that all participants register.
10. North Carolina County Department of Social Services staff will receive first priority for the residency programs.

Insert registration page here

LINKS 101

LINKS 101 is a three-day curriculum devoted to providing basic independent living training on principles, assessment, teaching skills, and developing a program. This program is a three-day residency seminar. Participants are required to be in attendance for all three-days. Participants are encouraged to stay in Burlington to facilitate their full experience of this seminar.

Competencies: This curriculum will address the following competencies:

- Participants will review the basic state and federal requirements for completing the Independent Living Component of the case plan
- Participants will learn how to utilize two assessment tools approved for completing the case plan.
- Participants will learn the basic philosophy of promoting self-sufficiency.
- Participants will gain understanding on how to spend the independent living money allocated to their county.
- Participants will gain knowledge on how to motivate their adolescents, foster parents, and community business people to participate in the program.
- Participants will learn decision-making activities to use with adolescents.
- Participants will learn how to develop a community based educational and job preparation program.

Trainers: Independent Living Resource staff

Hours: 1st day 9:30 a.m. – 4:30 p.m. 2nd & 3rd day 8:30 a.m. - 4:00 p.m.

Class size: 24 participants

Participants: This training is designed for all county and residential staffs who work with adolescents and have been identified by as the independent living coordinator. It is most beneficial to staff who have had limited training in the area of Independent Living.

Workshop Coordinator: Nancy Carter (800-820-0001)

Training Dates	Location	Registration Opens	Registration Closes	Register With
March 14 - 16, 2006	Country Suites Burlington	Immediately	February 10, 2006	Use the registration form in this section and mail to: Nancy Carter ILR, Inc 411 Andrew Rd #230 Durham NC 27705 Or fax to: 919-384-0338
Fall 2006 - TBA	TBA			

It's time for SaySo Saturday

SaySo: Strong Able Youth Speaking Out

SaySo's mission is to work to improve the substitute care system in North Carolina by educating the community, speaking out about needed changes, and providing support to youth that are or have been in substitute care.

Wanted

- Youths (ages 14-24) who are or have been in foster care or some type of out-of-home placement in North Carolina.
- Adults who will support and listen to youth, and help youth find resources necessary to develop a SaySo chapter.

March 4, 2006 9:30 am –3:30 pm Guilford Tech Community College, Jamestown

- Meet with other youth from around the state.
- Meet **SaySo** representatives from your area.
- Vote for regional representatives or **become a representative** for your region!
- Learn more about **SaySo** ! Celebrate our 8th birthday! Birthday gifts available.
- Attend workshops about the LINKS program, GAL's, and advocating for youths.
- Create local Chapters of **SaySo** in your area. Meet local chapter representatives.
- Free PIZZA and gifts will be provided. SaySo t-shirts are \$12. License plates \$4.

Please fill out the form below and mail or fax (a list of all youths from your area) to ILR, Inc., 411 Andrews Road, Suite 230, Durham, NC 27705, Fax 919-384-0338 by **February 22, 2006**. For more information contact Nancy Carter at 1-800-820-0001 or sayso@ilrinc.com. Confirmations and maps will be mailed upon receiving your registration. **Hotel information:** Please call or email for information on specific hotels.

Youth Name: _____

Address: _____

Adult Chaperone: _____

Address: _____

County: _____ Phone: _____

Agency: _____ email: _____

Real World Event Instructional Event

Real World Instructional Event is a two-day course offered to foster parents, residential providers, social workers, and others interested in conducting a regional Real World Youth Event (described below):

The Real World Youth Event is a hands-on experience at making real life choices. This is a one-day youth event focusing on career and lifestyle decisions. The Real World offers youth the opportunity to make a direct connection between the career they choose and the lifestyle they desire. Youth are exposed to skills such as interviewing needed for employment, continuing education, and budgeting necessary for self-sufficiency and making critical choices. This event has been successfully offered in the Raleigh area for the last three years. It offers direct learning and practice for youth with a powerful “punch.”

Each participant in the **Instructional Event** will receive a binder called the “Real World Event Packet.” All materials will be developed to assist staffs in coordinating a regional “team” of professionals interested in conducting a one-day Real World Youth Event in their community. Materials will provide reproducible worksheets, instructions, and procedures for youths and adults.

Competencies: The overall goal of this course is to provide participants with the knowledge, confidence, and plans to conduct a Real World Youth Event. The objectives are to provide participants with:

- Specific logistical and educational material for preparing youths for the event.
- Strategic Real World Event planning guidelines to ensure a smooth process of development.
- Opportunities to coordinate the regional Real World Planning Teams on-site.
- Knowledge to understand the steps necessary to prepare youths, adults, and community representatives to participate in a Real World Youth Event.

Trainers: Independent Living Resource staff

Hours: 1st day 9:30 a.m. – 4:00 p.m. 2nd day 9:00 a.m. - 4:00 p.m.

Class size: 24 participants

Participants: This two-day course will be offered to foster parents, residential providers, social workers, and others interested in conducting a regional Real World Youth Event.

Workshop Coordinator: Nancy Carter (800-820-0001)

Training Dates	Location	Registration Opens	Registration Closes	Register With
TBD Fall 2006	Central-Western NC	Immediately	Remains open until day of training	Use the registration form in this section and mail to: Nancy Carter ILR, Inc 411 Andrew Rd #230 Durham NC 27705 Or fax to: 919-384-0338
TBD Fall 2006	Eastern NC			

Real World Raleigh – Youth Event

The **Real World** Youth Event is a hands-on experience at making real life choices. This is a one-day youth event focusing on career and lifestyle decisions. The **Real World** offers youth the opportunity to make a direct connection between the career they choose and the lifestyle they desire. Youth are exposed to skills such as interviewing needed for employment, and budgeting necessary for independent living.

The **Real World** Youth Event experience is broken into three areas:

1. **Pre-teach skills:** Youth participate in lessons such as interest assessment, job applications, understanding insurance, banking and budgeting, all of which will assist learning during the Real World Event.
2. **Real World Event:** Youth will choose a career. Their mission will be to secure a realistic budget corresponding to the respective salary. Youth will visit booths such as insurance, transportation, housing, recreation, student loans, medical, utilities, etc., manned by community volunteers who assist youth in adding the expense to their monthly budget. After youths visit each booth, they complete the experience by having their budget audited by adult volunteers.
3. **Follow-up:** Youths completing the event will participate in follow-up interviews with local staffs to process their experience. Youths will be able to identify: whether their career choice supports their lifestyle choice, if more education is necessary to support their career and lifestyle choices, and if alternate career and lifestyle choices should be explored. Youth will return to their community with follow-up activities for exploring their career options.

The **Real World Raleigh** is open to older youths (16+) willing to come to Raleigh for the day. **Please Note:** Youths need pre-training in areas of budgeting, CEI vocational assessment, insurance, and interviewing to attend. Contact Nancy Carter by **February 1** to request materials to register and prepare youths for the event. ACT NOW pre-training activities are required before youth attend. 100 youth spaces are available.

The **Real World Instructional Training** is provided to assist agencies in planning their own Real World Youth Event in their community. The training is available in Fall 2006.

Date	Location	Registration Opens	Registration Closes	Register With
Wednesday, March 29, 2006 Letters are available to provide to schools if youth are not on spring break vacation.	Commons Building, Wake Government Center Raleigh, NC	January 9, 2006	March 7, 2006 However at least 1-2 LINKS meetings are needed to prepare youth before registration.	Contact: Nancy Carter ILR, Inc. 411 Andrew Rd #230 Durham NC 27705 800-820-0001 or email nancy.carter@ilrin.com to request materials. Please indicate number needed.

TRAINERS

<p>Mr. John Alderson Resources for Change, Inc. 100 Oak Avenue Carrboro, NC 27510 Phone #: (919) 968-4266 e-mail: jalderson@mindspring.com</p>	<p>Mr. Steve Elledge Asheville Regional Training Center NC Division of Social Services Phone #: (828) 670-5050 Fax #: (828) 670-5053 e-mail: Steve.Elledge@ncmail.net</p>
<p>Ms. Ginger Caldwell, MSSW Staff Development Team Family Support and Child Welfare Services NC Division of Social Services Phone #: (919) 733-7672 Fax #: (919) 733-9204 e-mail: ginger.caldwell@ncmail.net</p>	<p>Ms. Jodi Flick, LCSW, ACSW NC Family and Children's Resource Program Jordan Institute for Families UNC-Chapel Hill, School of Social Work Phone #: (919) 962-4988 Fax #: (919) 962-3653 e-mail: joflick@email.unc.edu</p>
<p>Ms. Nancy Carter Independent Living Resources, Inc. Phone #: (919) 384-1457 Fax #: (919) 384-0338 e-mail: nancy.carter@ilrinc.com</p>	<p>Ms. Debbie Gallimore Staff Development Team Family Support and Child Welfare Services NC Division of Social Services Phone #: (919) 733-7672 Fax #: (919) 733-9204 e-mail: Debbie.Gallimore@ncmail.net</p>
<p>Ms. Lane Cooke, MSW NC Family and Children's Resource Program Jordan Institute for Families UNC-Chapel Hill, School of Social Work Phone #: (919) 962-3597 Fax #: (919) 962-3653 e-mail: lccooke@email.unc.edu</p>	<p>Ms. Ruth Harrison, MSW Staff Development Team Family Support and Child Welfare Services NC Division of Social Services Phone #: (919) 733-7672 Fax #: (919) 733-9204 e-mail: Ruth.Harrison@ncmail.net</p>
<p>Mr. Dan Comer, MA., Appalachian Family Innovations Appalachian State University 203 Avery Avenue Phone #: (828) 433-7187 Fax #: (828) 430-8762 e-mail: dan.comer@familyinnovations.org</p>	<p>Ms. Esther High NC Division of Social Services Policy and Planning Team Family Support and Child Welfare Services Phone #: (919) 733-4622 Fax #: (919) 715-6714 e-mail: esther.high@ncmail.net</p>
<p>Ms. Sue Dickinson Fayetteville Regional Training Center NC Division of Social Services Phone #: (910) 677-0466 Fax #: (910) 677-0468 e-mail: Sue.Dickinson@ncmail.net</p>	<p>Ms. Angela Holloway, MSW, M.Ed. Staff Development Family Support and Child Welfare Services NC Division of Social Services Phone #: (919) 850-2896 Fax #: (919) 850-28968 e-mail: angela.holloway@ncmail.net</p>

TRAINERS

<p>Ms. Christine Houston, MSW Greensboro Regional Training Center NC Division of Social Services Phone #: (336)954-1749 Fax #: (336) 336-954-1750 e-mail: Christine.Houston@ncmail.net</p>	<p>Ms. Geraldine Shuford Asheville Regional Training Center NC Division of Social Services Phone #: (828) 670-5050 Fax #: (828) 670-5053 e-mail: Geraldine.Shuford@ncmail.net</p>
<p>Ms. Rebecca Huffman Staff Development Team Family Support and Child Welfare Services NC Division of Social Services Phone #: 919 733-7672 Fax#: 919 715-2759 e-mail: Rebecca.huffman@ncmail.net</p>	<p>Ms. Chris Sinha, JD Child Welfare Attorney, Raleigh Office Phone #: (919) 433-9467 Fax #: (919) 733-6924 e-mail: chris.sinha@ncmail.net</p>
<p>Ms. Dee Hunt, M.Ed Charlotte Regional Training Center NC Division of Social Services Phone #: (704) 395-2138 Fax #: (704) 395-2101 e-mail: deehunt@bellsouth.net</p>	<p>Ms. Courtney Smith, M.Ed Appalachian Family Innovations Appalachian State University 203 Avery Avenue Phone #: (828) 433-7187 Fax #: (828) 430-8762 e-mail: courtney.smith@familyinnovations.org</p>
<p>Dr. Sara Jarvis Resources for Change, Inc. 1019 W. Markham Street Durham, NC 27701 e-mail: SaraV611@aol.com Phone #: (919) 687-4369</p>	<p>Ms. Jane Thompson, JD Child Welfare Attorney, Region II Phone #: (336) 761-2320, ext. 42 Fax #: (336) 761-2002 e-mail: jthompson@ncmail.net</p>
<p>Ms. Kathy D. Johnson, MS NC Family and Children's Resource Program Jordan Institute for Families UNC-Chapel Hill, School of Social Work Phone #: (919) 843-7584 Fax #: (919) 962-3653 e-mail: kdwoodco@email.unc.edu</p>	<p>Ms. Teresa Turner, MSW Staff Development Team Family Support and Child Welfare Services NC Division of Social Services Phone #: (919) 733-7672 Fax #: (919) 715-2759 e-mail: teresa.turner@ncmail.net</p>
<p>Mr. Rodney Little, MHDL, MBA Charlotte Regional Training Center NC Division of Social Services Phone: (704) 395-2160 Fax #: (704) 395-2101 e-mail: rodlittle@bellsouth.net</p>	<p>Ms. S. Patrice White Appalachian Family Innovations Appalachian State University 203 Avery Avenue Phone #: (828) 433-7187 Fax #: (828) 430-8762 e-mail: patrice.white@familyinnovations.org</p>
<p>Ms. Veronica McPhatter, MSW Fayetteville Regional Training Center NC Division of Social Services Phone #: 910-677-0448 Fax #: 910-677-0468 e-mail: Veronica.McPhatter@ncmail.net</p>	<p>Ms. Crystalle Williams, MSW Staff Development Team Family Support and Child Welfare Services NC Division of Social Services Phone #: (704) 399-8160 Fax #: (704) 399-8160 e-mail: crystalle.williams@ncmail.net</p>

<p>Ms. Kaye Moody Greensboro Regional Training Center NC Division of Social Services Phone #: (336) 954-1748 Fax #: (336) 954-1750 e-mail: Kaye.Moody@ncmail.net</p>	<p>Mr. Buford Young, MSW Kinston Regional Training Center NC Division of Social Services Phone #: (252) 520-2412 Fax #: (252) 520-2417 e-mail: bufordyoung@coastalnet.com</p>
<p>Ms. Janine Russell, MA Staff Development Family Support and Child Welfare Services NC Division of Social Services Phone #: (919) 733-7672 Fax #: (919) 733-9204 e-mail: Janine.Russell@ncmail.net</p>	
<p>Ms. Joanne Scaturro, MSW Staff Development Team Family Support and Child Welfare Services NC Division of Social Services Phone #: (919) 733-7672 Fax #: (919) 733-9204 e-mail: Joanne.Scaturro@ncmail.net</p>	